

Newsbreak

Volume 24, Issue 1
October 2013

Partial-load hoops

by Janet Porter, OPSEU Local 562 2nd Vice-President

Faculty hired on partial-load contracts are vulnerable to not being hired in subsequent semesters. That's pretty bad. But, it's equally unfair that they must:

- Check their contract to make sure that they get paid for statutory holidays
- Check to make sure that they get paid for makeup days
- Ensure that they get a copy of all three pages of the contract
- Request payment for attending meetings and trainings
- Check to make sure that they are paid for exam invigilation
- Make an appointment with HR to enroll in benefits
- Make an appointment with HR to enroll in the pension plan
- Fully comprehend the complicated calculation for months of service and ask the associate dean for each and every increase in salary step level, which raises the hourly rate
- Calculate the complicated seniority credit to right-of-first-refusal of courses

All of the above are covered by the Collective Agreement but ARE NOT automatically done by college processes, procedures and practices. Is it fair to these employees that they must be made aware of all of these non-automatic processes in order to benefit from what is rightfully theirs!

And now, time for a quiz:

Partial-load faculty must currently be aware of all of these non-automatic processes.

TRUE or FALSE.

Partial-load faculty must arrange for their benefits with the same people who are in charge of keeping costs low and make hiring decisions.

TRUE or FALSE

Partial-load faculty must run the time-gobbling gauntlet of setting and attending face-to-face appointments with HR benefits coordinators.

TRUE or FALSE

True, true and, true.

Cost savings at the expense of vulnerable employees seem to be problematic. Let's all start asking questions. Let's all hope for the right answers. 🙏

Inside this issue:

Retirees.	2	New faculty.	8
Partial load contracts	4	Aboriginal vision	10
Letter to editor.	7	College differentiation.	10

Retirees

The Humber College Retirees' Association is an organization which provides members with pertinent information, social activities and responses to their concerns.

The association is organized for the benefit of its members and to assist Humber College with its aims and objectives, especially as these relate to the support of students.

Members benefit by having a voice and representation in helping to develop a common

position on issues of interest to college retirees as they relate to pensions and health benefits.

The Humber College Retirees' Association invites retired faculty, support staff and administration to become members.

The website highlights the activities of the association and has newsletters and minutes of the AGM. For more information, visit

<http://retirees.humber.ca>



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.

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President's notes

by Orville Getz, OPSEU Local 562 President

New Hires

As a result of union staffing grievances, the college hired nine new full-time faculty in January, 2013 and 35 in August, 2013. There were 20 terminations and retirements, so the net total hires number was 24. The names and schools of all new faculty are listed on page 8 in this newsletter. For the first time in a number of years, the union did not sign a staffing agreement with the college this past spring. We could not agree with the proposed numbers that were being offered in most of the schools. The college proceeded with their hiring plans for the fall. The union presented our case for more full-time hires as new programs are being offered in most schools and the intake of new students continues to rise by 5-6 per cent each year.

Now is the time to be vigilant when reviewing your SWF as student numbers fluctuate doing these first few weeks. If your student numbers total more than 260, you should be getting extra allotted time for out-of-class assistance (Article 11.01 F2). If your teaching assignment changes during the semester, your manager should discuss the changes with you and issue a new SWF. Workload issues will once again be near the top of the agenda as we begin our demand-setting process for bargaining which will begin in June of next year as the Collective Agreement expires August 31, 2014. If you have any concerns, please contact the union office at ext. 4007.

Pre-Bargaining Conference

The officers of the local will be attending the pre-bargaining conference the weekend of October 26-27. The two day meeting brings together faculty representatives from all 24 colleges. At this meeting, the new bargaining team will be elected. Discussions will be focused on the Collective Agreement and issues that each college faces concerning workloads, hiring practices, grievance handling and employment stability for both full-time and partial-load members. Feedback from this meeting will help in the development of the bargaining questionnaire which will be sent out to faculty later in the fall.

Campaign for Quality Education

Kevin MacKay from OPSEU head office made a presentation to the October stewards' on mobilizing for bargaining in 2014.

A main feature was college faculty wages. He reported that "From 2009 to 2013, inflation has averaged 1.5 per cent. This means that wages have actually decreased 7.5 per cent in the past five years. We need to get wages back in line with inflation".

You can follow his blog at www.expertsineducation.org



Partial-load contract problems?

- Did you get your fall contract on time?
- Did you get a copy of page 2 of your contract – the terms and conditions of employment? (See copy below)
- Are you paid for the exam period? (Check the dates on your contract.)
- Are you paid for statutory holidays?
- Are you paid for any required make up classes?
- Are you paid for revising/developing course outlines?
- Are you moving up the salary scale (approximately one step every 2.5 years)?

If you answer “no” to any of these questions, please contact the union office.

DEFINITIONS	
Part-time	- who instruct six (6) hours per week or less.
*Partial load	- who instruct more than six (6) and up to and including twelve (12) hours per week.
*Sessional	- who instruct for thirteen (13) hours or more per week for a defined period.

TERMS AND CONDITIONS

Signing of this form by the employee named herein and the Humber College Institute of Technology and Advanced Learning officials will confirm the employee's appointment as a Part-time, Partial load or Sessional Instructor under the terms and conditions outlined below.

1. The instructor agrees to teach the amount of time specified, including making up, if required, any time missed for reasons of Humber sanctioned closing, statutory holidays, etc. The requirement for makeup time will be determined by the division/department.
2. In the event that any one or all course commitments are not fulfilled, the payment schedule will be adjusted to reflect the actual hours taught.
3. The instructor agrees not to change the starting or finishing time of a course and/or the date or location of any session without the specific permission of the division/department.
4. In the event that the instructor is unable to attend a session for any reason, it is the instructor's responsibility to inform his/her Humber contact at the earliest possible date. If arrangements are made for a substitute instructor, Humber reserves the right to approve that substitute instructor.
5. The instructor agrees to keep whatever records are required by Humber and to submit these in the form required within seven (7) days of the final session of the course or on the date specified.
6. In accordance with Humber's policy, the instructor will be paid by bank deposit two weeks in arrears.
7. Humber reserves the right to terminate this agreement in any one of the following ways:
 - a. By cancelling a course prior to its commencement.
 - b. By cancelling a course after the course has commenced.
 - c. Part-time instructors - By either party giving written notice to the other one week prior to the intended date of termination.
 - d. Partial Load/Sessional instructors - By either party giving written notice to the other two weeks prior to the intended date of termination.
 - e. For cause at any time without notice.
 - f. At any time by joint agreement in writing.
8. Kilometrage allowance may be available for travel related to the delivery of the course, subject to the approval of the Division head.
9. Office and secretarial services are available.
10. All classroom materials, supplies and texts related to course of study will be supplied to instructor as identified in course outline.
11. No additional vacation pay will be paid to part-time instructors. Vacation pay is included in the hourly rate of pay.
12. Since services are available to all instructors as outlined in Points 8 - 11, Humber will not be signing any "Declaration of Conditions of Employment" Forms (T2200).
13. This contract contains an end date and does not bestow any future contract entitlements. In certain circumstances Humber and the employee may agree to a further contract period. In cases of successive contracts exceeding a continuous 24 months duration, the employee may be eligible to join the CAAT Pension Plan. Brief interruptions of contract periods (i.e., summer vacation) are acceptable.
Joining the CAAT Pension Plan is voluntary. If you believe you have a 24 month continuous employment relationship with Humber and wish to join the CAAT Pension Plan, please contact the Benefits Assistant, Human Resources (ext. 4023) for enrolment details and required contributions.
14. An Additional Factor is applied to TCH for ROE purposes only.

Humber provides a comprehensive Professional Development Program to all academic personnel. All part-time faculty are encouraged to take advantage of this service by contacting the Professional Development offices when they begin teaching.

*** NOTE:** Employees in these instructional categories are covered under certain sections of the current Collective Agreement for Academic Employees. Copies of this agreement may be obtained from Human Resources or the President of O.P.S.E.U. Local 562.

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Chief Steward's report

by Audrey Taves, OPSEU Local 562 Chief Steward



As I write this, it's a balmy 25 degrees outside and I hope you have all had a chance to snatch a few minutes to enjoy this last bit of summer. Soon we'll be back to the crisp cool fall days and the accompanying midterms, essays, and alas, SFQs. It's been great to chat with so many of you as you stop by the union office with questions or concerns. We are always happy to answer questions, help you find information, listen to your concerns, or just get to meet more faculty members.

Test Centre - Delivery and Pick-Up of Tests

- New electronic transmission process which will allow faculty to send and retrieve completed tests from the test centre through a special function of Blackboard.
- Have you tried this? We hope this will be a timesaver for faculty. Please let us know how this is working or if you have any problems with implementing this new service.

SFQs

- Although the union has repeatedly raised concerns about the SFQ process at Humber, our previous VP Academic refused to address any of them.
- We will be meeting with our new Acting VP Academic, Chris Whitaker, soon and hope to have a productive discussion about the SFQs. We'll let you know how it goes.

The New "Blackboard", New Course Outlines, the Move to Banner

1. The college agreed that all non-full time faculty would be paid to attend any workshops needed to switch over to the new version of Blackboard. We have heard from many partial-load and part-time faculty that did receive pay (at their current hourly rate) for attending the workshops. If you have attended

some of these workshops and not been paid, please let the faculty union office know. We can follow up if certain schools have not followed the directive to do so.

2. We requested SWF time for all full-time faculty for Blackboard updating, but the college refused, saying most of the updating would occur in the May-June period. Please keep track of the extra time needed to use the revised Blackboard this fall and winter and let us know how much time is needed to update your courses. We will report any information we get to the Workload Monitoring Group and look for a solution there. Of course, if you find this is adding significantly to your workload, you can always speak with your Associate Dean and ask for your fall SWF to be revised, and failing that, refer to the Workload Monitoring Group (just give us a call and we'll walk you through the process).
3. As other changes are implemented, e.g. Banner – please keep track of any additional workload time and let us know.

Grievances

This summer and fall has been busy with new grievances from faculty and the union. These include:

- Incorrect salary step calculations
- Refusal to accord probationary salary appropriate workload on the SWF
- Harassment and bullying
- Delays with accommodation
- Failure to give priority in hiring for partial-load faculty
- Failure to hire sufficient numbers of new faculty.

Please drop by H109 with any questions or concerns – no question is too small. 🙏

Our collective agreement

“I like this part, but not that part”

by Audrey Taves, OPSEU Local 562 Chief Steward

Recently your local union has had requests by individual faculty members to allow them to ignore certain elements of our collective agreement to meet their individual needs/wants and requests by the college to bend the rules of the collective agreement because an individual or small group of faculty agree to do so.

Can we do this?

Should we do this?

First, we need to look at the definition of a “collective agreement”. This is an agreement that is negotiated between two parties, in this case “The College Council” (the collective group of colleges) and “The Union” (the collective group of faculty). This is clearly stated in Article 1 of our collective agreement. Individual members do not negotiate on their own behalf. No individual member can agree to a term or condition that violates the collective agreement.*

In fact, the President of OPSEU has just recently sent a letter to the CEO of the College Council reaffirming this as follows: “I wish to remind the colleges, through your office, that these [local agreements] are inappropriate and, even if they were accepted under duress by a local, do not and will not enjoy the sanction of the bargaining agent.”

Second, our collective agreement is negotiated as a total package for all of us. We either accept the entire package or not, through our vote. We cannot pick and choose what we will accept and what we won’t accept. We cannot decide that we will accept the salary and benefits negotiated by the union, but not accept the workload conditions included in the same “package”. Our collective

agreement isn’t perfect, but overall the “package” protects all faculty. As part of a collective, we sometimes have to go along with what is best for all, rather than what we may see as best for one of us individually. We can never forget that it is through our union, our collective, that we enjoy salary, benefits and job security that would never have been achieved through individual negotiations. Without our collective voice and collective action, we would only enjoy “the right to work for less” as Obama so succinctly stated. It is also important to note that because we act as a collective, we are also protected against losing our contractual rights (that is, take-aways).

What happens when faculty make their own deals?

When individual faculty or small groups of faculty make their own deals with management, or when local agreements have been made in the past, the college tends to view these as precedent-setting and expects that these changes will be accepted broadly during future negotiations. Also, if “deals” are made, the faculty member has no recourse when the college doesn’t hold up their end of the bargain.

As we prepare to enter another round of bargaining, we invite your input to raise any concerns you may have about particular wording of the collective agreement. These concerns can be raised with all members and brought to the bargaining team for consideration for our next collective agreement.

*Thanks to Jeff Arbus, past bargaining team member, for expressing this so well. 🙏

Letter to Editor

Re: Propaganda

Hi Sylvia;

I just wanted to drop you a quick note to say that I have been under the impression that the News Break was a conduit to provide us information on what is happening with the union as it pertains to our work. Imagine my surprise when a propaganda article praising Henry Morgentaler appeared in my latest issue. Please refrain from printing these types of stories in a union newsletter. This has nothing to do with our workplace or our conditions of work. Many people are grossly offended by the lives Dr. Morgentaler affected and I don't expect to read one-sided propaganda in my company newsletter. If you have plans to print this type of story in the future, take my name off the subscription list.

Jamie.

Jamie B. Sheridan

Professor

Response from editor

NewsBreak is a publication of the Humber College Faculty Union, OPSEU Local 562, intended to provide information and stimulate discussion. Thus, the newsletter will contain a cross-section of material from faculty expressing various points of view.

Praising a controversial Canadian figure like Dr. Morgentaler can, quite legitimately, be offensive to some individuals. I wish to acknowledge the validity of your viewpoint.

I appreciate your letter as it constitutes participation in open discussion and that's good.

Greetings to new faculty

A warm welcome to our colleagues who have joined the full-time ranks since January 2013. Quite a number of these faculty are not new to the college but have been working on contracts for some time. We're pleased to have them with us on a more permanent basis.

Applied Technology

Brandeen McDonald
Angelo Crupi
Bill Hanlon
John Harding

Business

Xianlin (Helen) Chen
Robert Cinapri
Isabelle Giroux
Linda Jin-Troendle
Anita John
Jason Kohn
Jason McArthur
Adela Nistor
Maria Racanelli

Health Sciences

Catherine Ferguson
Jackie Galea
Lisa Giallonardo
Eva Hearn
Paul Jeffrey
Sandra Secord

Hospitality, Recreation & Tourism

Colin Bartley
Joe Kumar
Maria Pelliccia
Tracie Sindrey
Brad Sloss

Libraries

Amy Weir

Media Studies & Information Technology

Annette Borger-Snel
Janice Fung
Hedy Korbee
Sheila Walsh

Liberal Arts & Sciences

Joshua Emmanuel
Jennifer Fortune
Andrew Hanna
Christian Leveille
Josephine Mazzuca
Jenna Ritchie
Beth Washburn

Social & Community Services

Dana Costin
Richard DeFacendis
Arun Dhanota
Katherine Sloss
Mark Totten

Student Success & Engagement

Jaspreet Dhindsa
Semone Kassim
Deborah Mandell



Workers' rights

by Pam Johnson, Professor, School of Creative & Performing Arts

The Humber College faculty union, OPSEU Local 562, is affiliated to two labour bodies: **The Toronto and York Region Labour Council** and the **OPSEU Greater Toronto Area Council (GTAC)**.

Both labour organizations are involved in the workers rights campaign that is attempting to protect hard won collective bargaining rights from so called 'right-to-work' legislation. Although these rights are protected by the Canadian Charter of Rights and Freedom, an anti-union attack, similar to what happened in U.S. states like Indiana and Michigan, has arrived in Canada.

The Ontario Progressive Conservative party supports the attack on workers' rights explicitly. Tim Hudak, upon his recent re-election to the leadership of his party, pledged to put the attack on trade union rights on the top of his agenda, if elected. The Ontario Liberals have not been as explicit in their support, however, their actions, especially the passing of Bill 115 that took away collective bargaining rights for public school

teachers last year, shows they are on side with the attacks.

And sadly, the NDP has not come out with a strong show of support for workers' rights.

The labour movement is facing its biggest challenge since the establishment of industrial trade unionism by auto workers in the 1940s. But today, trade unions are no longer made up of traditional blue collar workers. Unionized public sector workers, like us - college teachers - have benefited from collective bargaining and we will suffer the consequences of these attacks on trade union rights.

To find out more about what is at stake and workers' rights campaigns, check out these websites:

The Toronto and York Region Labour Council:
www.labourcouncil.ca

Greater Toronto Area Council:
<http://opseugtac.com>

Both organizations have monthly meetings that any faculty union member can attend. 🗳️



Aboriginal vision

by John Steckley, Professor, School of Liberal Arts and Sciences

When I was first hired full-time at Humber in 1986 (thanks to union members for striking before then so that more hires were possible), there was no Aboriginal vision at the college. One of my 1986 cohort was Mohawk, but did not want people to know that for reasons that I well understood. Mike Douglas of the School of Business worked with Aboriginal people running small businesses in the GTA, but did this good work on his own.

The contrast with 2013 could not be greater. It started with my participation in an Aboriginal visioning retreat in July which was energetically run by our resident elder (who doesn't look that old) Shelley Charles. Also in attendance were two more elders, Aboriginal students, an Aboriginal staff member who always seems to be running around doing two or more things at once, two deans and a newly minted VP. I am

not a fan of either meetings or retreats, but what I learned and the good feeling I obtained made it very much worthwhile. I learned how Humber could do some amazing things in the Aboriginal world. This includes the possibility of sending representatives of Humber College up to Oji-Cree communities in the far northwest where the people's need for post-secondary education is great.

On October 30, our convocation will include the presence of perhaps the most sought-after speaker in Canada right now, Anishinabe-Irish/Scottish author Joseph Boyden. His book, *The Orenda*, published in September, is already nominated for two prestigious awards. He will be speaking to our students, and receiving an honorary degree. A new Aboriginal vision of Humber is a believable future. 🗣️

College differentiation

by Janet Porter, Guelph-Humber Faculty Union Steward

The Ontario government has initiated the negotiation of individual mandate agreements with each of Ontario's colleges and universities. Dimensions of individual mandates (or differentiation) include regionality, post-graduate certificates, academic upgrading, degrees-granting, and research activity. Funding formulas will be amended accordingly to re-align resources with what each institution does best. Re-negotiated mandates are expected to be completed by the end of March 2014.

According to OPSEU, when a significant change to a college's mandate or objectives is directed by the government, the collective agreement requires that faculty be included in the process. To that end, the academic arm of the College of Applied Arts and Technology

(CAAT-A) has formally requested official participation in the differentiation discussion. This participation is requested both provincially and at each college.

At its October 3, 2013 stewards' meeting, the Local Executive Committee (LEC) approved a motion supporting the call for faculty union participation in this discussion.

If you would like to participate in the differentiation discussion, please bring it up with your manager, your colleagues, or contact the faculty union. Stop in at the faculty union office (North campus, Room H109), leave a confidential voice mail at extension 4007, or drop us a confidential email at info@humberfacultyunion.org 🗣️

Up at the Board

by Franca Giacomelli,
Board of Governors Faculty Representative

Thank you for the tremendous support for my bid for re-election to the Board. I am honoured to be your representative for another three-year term. Joan Homer has been re-elected as Chair and Audrey McKinney as Vice-Chair. There have been some process changes at the Board with meetings now being held bi-monthly (reminder that Board meetings are open to all) and the addition of the Academic and Student Affairs committee (all internal Board members sit on this committee). In August, the Board participated in the League Affirmation Site Visit and Humber has been re-affirmed as a member of the League for Innovation. The Board has also played a big role in the Learning Resource Commons (LRC), approving the design at the June meeting and attending the groundbreaking ceremony on October 4.

Highlights of the June 24 meeting include approval of the 2013-2018 Strategic Plan, 2013-2014 Business Plan, and 2012-2013 Annual Report. After many months of consultation, the 2013-2018 Strategic Plan was presented and was very well received. The Business Plan and the Annual Report both show growth and positive numbers in the finances. The consolidated Financial Statements and Supplementary Schedules for the fiscal year 2012-2013 are available at humber.ca/content/publications.

The September 24 Board meeting included approval of the following programs:

1. The Addictions and Mental Health Graduate Certificate is a three-semester program offered by the School of Social and Community Services that prepares graduates for employment as addiction counsellors and mental health workers.
2. The Nutrition and Wellness Management

Diploma is a two year program offered by the School of Hospitality, Recreation and

Tourism that prepares graduates for employment in health and wellness centres, fitness facilities, weight-loss centres, and in other areas of public and community health and nutrition.

3. The Millwright Techniques Certificate is a one year program designed to introduce prospective millwrights to the trade. The School of Applied Technology currently offers very successful Plumbing Techniques and Electrical Techniques programs.

4. Modification of Funeral Director Class 1 (Embalming) and Funeral Director Class 2 (Non-Embalming) Diplomas. Humber must apply for a modification of its current program to the two separate credentials created by the Funeral, Burial and Cremation Services Act, 2002. Both are two-year programs offered by the School of Health Sciences.

The Fall 2013 Enrolment Report was also presented with lots of interesting statistics. Here is a small sampling:

- Full-time enrolment up by 4.5 per cent to over 24,000
- 12,000 new students admitted
- Returning student enrolment increased by 6.7 per cent
- 2 per cent increase in applications, with 5 per cent increase in first choice applicants
- Total Fall 2013 enrolment: 35% Lakeshore, 64% North and 1% Orangeville

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



What's most important to you?

Salary improvements?

Control over classroom decisions?

Benefit improvements?

We want to hear from you about the issues that matter most.

Bargaining Issues Faculty Drop In

Tuesday, October 22, 2013

Noon to 2:00 p.m.

B118, Lakeshore Campus

or

Wednesday, October 23, 2013

Noon to 1:00 p.m.

Doris Tallon Room, North Campus

To start the consultation process here at Humber, we are holding two faculty drop-in sessions before the pre-bargaining meeting.

On October 26 and 27 your local union delegates will be meeting with others from across the province at a pre-bargaining meeting to elect our negotiating team for the next round of bargaining which starts June 1, 2014.

We welcome your ideas and comments.

Please **drop by** one of the sessions or **send** me a confidential email to (audreyt@humberfacultyunion.org) with your comments and ideas.