

Newsbreak

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November 2013

Audrey Taves elected to bargaining team

Paul Michaud, OPSEU Local 562 1st Vice-President

At the recent CAAT Academic pre-bargaining conference, Audrey Taves, Local 562 Chief Steward, was elected to the next CAAT-Academic bargaining team.

When asked why she decided to run for the team Audrey said, “After over 30 years as a faculty member at Humber College and as a CAAT-Academic member – from pre-SWF days to the current emphasis on cost-cutting and precarious employment in the colleges – I feel that I can bring a distinct perspective to bargaining and that this is a time for me to give back. I will work hard with the rest of the team – bargaining to maintain the gains our collective agreement represents and to strengthen the collective agreement for all – for

full-time, for partial-load and for our probationary faculty.”

The current collective agreement ends August 31, 2014 and official bargaining for the next contract will start in June 2014. “I look forward to the challenges that this bargaining cycle will bring,” said Audrey

The members of the newly elected team are from left to right: Lana Lee Hardacre, (Conestoga), Dave Fasciano (Boréal), JP Lamarche (Algonquin), Audrey Taves (Humber), Darryl Bedford (Fanshawe), Lynn Dee Eason (Sault), Jonathan Singer (Seneca). Alternate team members are: Ed Larocque (George Brown) and Bert Dube (Confederation). 🇨🇦



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Therapy dog muzzled

Paul Michaud, OPSEU Local 562 1st Vice-President

Last year, Canadore College laid off college counsellors and brought in a German shepherd puppy as a “mental health and wellness” dog. Called Nijiji (the Ojibway word for “friend” and pronounced Nee-jee), he was brought in to “help create a comfortable atmosphere ... and reduce day-to-day stress.”

At the recent pre-bargaining meeting, it was announced that the Nijiji now has to wear a muzzle because he has bitten four students. There are no known reports of students being bitten by a human counsellor.

Were the college counselors laid off to save the college money? 🐕

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

Orville Getz, OPSEU Local 562 President

Professional development leave

Pre-Bargaining Conference

The meeting for CAAT - Academic took place on October 26 and 27 in Toronto. The local sent five delegates to the two day meeting.

Taking part in the meeting from Humber were Orville Getz, Paul Michaud, Janet Porter, Audrey Taves, Robert Mills and Sylvia Ciuciura as an alternate delegate. A wide-range of topics were discussed and all 24 CAAT-Academic locals presented five ranked issues which will help form part of the bargaining survey. Issues identified by Humber included general workload and SWF issues (article 11, Workload), and job security for partial-load faculty, salary and benefits, faculty control over course outlines, class material and evaluation methods, and stronger grievance language.

Bargaining cannot begin before June 1. As in the past, we will be sending out a survey which will gather the information necessary to prepare our demands and then we will be setting a time at the end of February to hold a general membership meeting to vote on the final demands from Humber.

On October 27, the bargaining team was elected and for the first time we have a member on the team. Audrey Taves was elected with the second highest vote total. She will be joined on the team by Darryl Bedford (Fanshawe), J.P. Lamarche (Algonquin), Lynn Dee Eason (Sault), Jonathan Singer (Seneca), David Fasciano (Boreal) and Lana Lee Hardacre (Conestoga). The two alternates are Bert Dube (Confederation) and Ed Larocque (George Brown). Over the coming months, the

bargaining team will be keeping all locals informed of what is happening as the process unfolds. We will pass on all information as it is received.

Professional Development Leave

The college has posted information in the Communique regarding the application process for professional development leave for the academic year 2014–2015. Applications must be submitted to your dean not later than noon on January 10, 2014. Now is the time to start the process if you are considering applying. We have the application information in the union office. Please contact us if you have questions concerning the process or requirements and we will help you with your application.

Winter SWF's – November 15

I urge everyone to review your SWF carefully when you receive it. You have three working days from the time you receive your SWF to raise any concerns with your manager. Your SWF is your workload with the college. Review it carefully and report any concerns to your manager in writing in the comments section of the SWF and return it to your manager. Remember to keep a copy of all comments. Now is also the time to review your student numbers for the fall. November 1 was the college audit date and if your numbers are higher than originally forecast, you may be in an overtime situation in which case you should ask your manager for a review of your student numbers. 🙏

Can you believe this?

Audrey Taves, OPSEU Local 562 Chief Steward

Dirty air? So dirty, that after a few hours, exposed skin is covered with black dust!

Loose floorboards? In a dance/acting studio!
Ouch!

Frigid temperatures? Stifling heat? Within moments?

Lighting so dim students get headaches?

Mice on the loose?

Where is this happening???

In a college with no money???

No – it’s happening at 300 Birmingham, Lakeshore Campus, home to Humber’s School of Creative and Performing Arts. That’s right. All of these conditions are found in this building, an old hockey arena, and now a “state of the art” educational building.

Hundreds of aspiring performers study film acting in a facility that resembles a horror movie. Novice media students try to learn in a place the professional media would love to know about. Scores of comedy students pursue their dreams in a building that has become a bad joke.

Classes here are not the usual “students at desks taking notes” type of classes. At Birmingham the classes include dance, acting, voice, movement – classes where students might spend 15 minutes lying motionless on the floor, then switch to a highly energized physical activity – where the air temperature has a significant impact and needs to adapt quickly to the changing activities.

Humber has over \$225 million in investments. It’s time to invest in a healthy work/school environment for Birmingham. It’s way past time!

CAN EH! DIAN CHRISTMAS

Saturday, November 30, 2013 8:30 am—11:30 am
Humber College, Lakeshore Campus L Building

Buy tickets online at:
humberstaffxmas.eventbrite.com

Child Online Ticket \$6 Adult Online Ticket \$8

Or at campus bookstores:
Child Bookstore Ticket \$8 Adult Bookstore Ticket \$10

Tickets on sale until **Nov. 27!**

Follow us on Twitter: **@humberxmas**
Like us on Facebook: **Humber Xmas**

Please bring a non-perishable food item for the food drive & raffle

Sponsored by the President's Office, with generous support from the Faculty Union Local 562 & Support Staff Union Local 563

Chief Steward's report

Audrey Taves, OPSEU Local 562 Chief Steward



The correct salary step?

Hello Everyone! In the last newsletter, we reminded you that we were beginning the first steps of the bargaining process by collecting preliminary information about faculty concerns and attending the provincial pre-bargaining meeting to elect our new bargaining team for the 2014 bargaining period.

Thanks to those who came out to the meetings and to those who took the time to send me an email identifying your priorities for bargaining. We took those issues - salary increase, partial-load security, partial load pay and work-load issues, and control over the classroom and your courses forward - for discussion at the meeting.

We also elected our new bargaining team and as you will have read in another article in this newsletter, I was elected to the bargaining team. I am excited to represent faculty on the bargaining team. It is an honour and a responsibility which I take very seriously. I will be attending a negotiation workshop with the other members of the bargaining team in mid-November and after that I will communicate back to you regarding how the demand-setting process will unfold. I will work with our other local officers and stewards to ensure that you have ample opportunity to raise the issues that are important to you for the next bargaining session. Of course, in the meantime, I encourage you to email, call, or to drop by with your ideas.

Grievances

We have lots of ongoing and new grievances which are outlined as follows:

Staffing

Our staffing grievances in Media, LAS, SAT, Business, and Student Services (counselling) are

moving forward through the grievance scheduling process and will go to arbitration in February and March. We have excellent data to support many new full-time hires.

Salary step calculations

Full-time faculty - are you at the correct salary step?

After reviewing a number of salary step calculations for new full-time faculty, it became apparent to us that the college was not properly following the salary step calculation related to education. In particular, when calculating education at the Master's and PhD levels, not enough credit has been given. For example, if you have completed a two year Master's degree, you should have received 1.5 points in the calculation process for **each** of the two years. The college has only been crediting for one year. This miscalculation has meant that many faculty started one step below the correct salary step. This can make a difference of over \$2,000 a year. This also has implications for how a PhD is credited.

While we have filed this as a union grievance related to incorrect HR policy, we encourage anyone who thinks that they might be affected by this to contact the faculty union office ASAP to discuss following up with this individually in order to correct their salary step placement.

Partial-load Faculty – Priority in Hiring

We currently have two grievances moving forward that submit that the college is not following the collective agreement in giving priority in hiring to partial-load faculty with seniority as identified in Article 26.10.

See salaries on page 6

Salaries from page 5

Probationary Faculty - not enough SWF time for your TEP work

After working for the past year and a half with the College Workload Monitoring Group to address the time needed for probationary faculty to complete their Teaching Excellence Program (TEP) requirements, we reached a stalemate. Despite ample evidence from the TEP binder itself, as well as great feedback from a survey of the probationary faculty, the college has refused to budge on this issue. We decided to address this as a management practice issue and file a grievance. We're working through the step meetings on this and will keep you posted on this issue.

Harassment and bullying

We have an article in our collective agreement (Article 4), as well as a Humber college policy against bullying and harassment. Yet, unfortunately, harassment and bullying is still happening at the college. Sadly, there is

faculty-to-faculty bullying and harassment as well as harassment and bullying from managers to faculty. We currently have several grievances dealing with these type of situations.

We read in the newspapers about the effects of bullying on children and teens. The impact of bullying is no less serious when it occurs in the workplace. In fact, when there is a power differential (as between manager and faculty member), the stress involved can be severe.

Barbara Coloroso, an expert on bullying, has written extensively on the role of the bystander in these types of situations. When we stand by and do nothing, we are enabling the bully. If you see bullying or harassment by anyone, please call it out. If we all support one another, we can stop the behaviour and make Humber a safer place for all of us.

If you are experiencing bullying and harassment and need someone to talk with, please come by the union office. We are here to listen and to help. 🙏

Web page wins award

Janet Porter, Guelph-Humber Faculty Union Steward

The Humber Faculty Union won the Best Website Overall (CAAT division) at the October 2013 OPSEU Editors Conference. This division includes faculty and support staff of the 24 Ontario colleges.

The faculty website (www.humberfacultyunion.org) was re-vamped earlier this year. The reviewers commented that the site is kept up-to-date, clear and easy to find information. One

suggested improvement was to add more graphics and visuals.

If you are interested in working on the website, writing articles for Newsbreak or have more general comments that you would like to share, please send a confidential email to:

info@humberfacultyunion.org. 🙏

Leader in precarious employment?

Robert Mills, OPSEU Local 562 Secretary

Again this year, the sign on Highway 27 and Humber College Boulevard says that Humber is one of the 10 best employers in the GTA. As we showed in the April 2013 Newsbreak, Humber is also a leader in the race to the bottom in precarious employment.

Another example of this race to the bottom is the following table which gives a comparison of partial-load professor and part-time professor hourly rates for teaching contact hours. There is no extra payment for evaluation and preparation.

Professor	Step 5 (minimum step)	Step 21 (maximum step)
Partial-load	\$78.75	\$136.62
Part-time	\$39.50	\$68.50

Both categories of professor have the same responsibilities in the classroom and to the college. The only difference between the groups is that partial-loaders work seven to 12 hours, while part-timers work from one to six hours. The partial-load rates are from the Academic Employees Collective Agreement. The pay-rate difference is because the part-time salary rates are not defined in the contract but are decided by the college.

Sessional employees, those who teach over 12 hours, are defined as full-time employees in the collective agreement. Therefore, they should be paid a full salary as is paid to full-time employees. However, they are paid at a daily rate at this college. This leaves an opening for the college to put all of the teaching into two or three days and pay them only for that. However, as full-time employees, sessionals should be on the same salary scale as full-timers and be paid for the whole week regardless of how the teaching is scheduled. We have heard that this is not happening.

All contract employees are eligible to move up the salary grid based on their accumulated service. We have found that many don't know this since the college doesn't explain that to them. Also, often, when they do approach their manager for a step increase, they may receive an increase but any back pay owing is limited.

Partial-load employees are entitled to a step increase when they have completed 20 months of teaching 30 hours (minimum) per month. However, we have heard that the many partial-load professors are not automatically moved up the salary grid. They are required to ask for the increase. How are they supposed to know this when the college doesn't even let them know that they can move up the salary grid? Similarly, part-timers are often not getting their salary increases.

See precarious on page 8

Min Sook Lee Labour Arts Awards 2013

Labour Arts Awards Presentation

Mayworks Festival of Working People and the Arts will present the 2013 Min Sook Lee Labour Arts Awards at a gala to be held on November 23 in Toronto. The awards are given by Mayworks to recognize significant contributions to the arts and labour movement in three categories:

- Labour Activists who have used the arts to promote the values of the labour and social justice movements;
- Artists who have captured the values of labour and social justice in their art;
- Labour Unions who have used the arts to engage their membership in different ways, for example in strike prep, or for picket lines or campaigns.

Congratulations to Last Year's Award Winners

On December 1, 2012, Mayworks presented the inaugural Min Sook Lee Awards:

- Outstanding Contribution to Labour Arts to filmmaker **Min Sook Lee**.
- Labour Activist Award to **Frank Saptel**, member of the IAM and founder and president of the Canadian Labour International Film Festival.
- Artist Award to **Vincent Pietropaolo**, whose photography includes portraits of migrant workers, Italian immigrants in Toronto, and the Ontario Days of Action.
- Labour Union Award to **Steelworkers Toronto Area Council** for creative strike solidarity work with workers at Infinity Rubber in Toronto and Rio Tinto in Quebec.

Awards Gala November 23

This year's awards will be presented at a Mayworks fundraising gala on Saturday, November 23, 2013 at Steelworkers Hall, 25 Cecil St, Toronto. In addition to the awards ceremony, the gala will include a four course dinner by the East African Community Association, a silent auction, and entertainment by friends of Mayworks.

Fundraiser Tickets are \$50 each; \$25 students, unemployed/ underemployed.

For **Labour Arts Awards Nomination Forms** or **Gala tickets** call 416-333-2217, email minsookleeawards@gmail.com, or check mayworks.ca

Precarious from page 7

This holding back of money contributes towards the surplus that was generated this year (\$43.6 million including depreciation, up from the projected surplus of \$17.5 million in our 2012-2013 budget). What also helped was not paying part-time and partial-load professors for doing other work for the college such as course and program development, taking required educationals, doing make-up classes for missed classes because of statutory holidays, snow

days, sick days (illegal by the way) and the like.

This raises the question, "If there is so much value in hiring partial-load, part-time and sessional to non-management positions, how many of the college managers are part-time?"

One of the 10 Best or a Leader in Precarious Employment?

If you are a contract employee and wish to talk about any employment issues, please contact us in the union office at ext. 4007 or in room H109. 🗨️

The silenced majority: partial-load faculty

Name withheld by request

I am an Ontario college professor. I have been teaching in the college system for over 20 years. I have a post-graduate degree and good standing in my profession. But, I am a precarious worker.

For the entire time that I have worked as a college teacher, I have been on contract. I am in the category called partial-load, which means that I am, very luckily, part of the faculty union. But, I still do not have the most basic protection - job security. There are two other categories on contract - part-time and sessional - and neither are covered by the collective agreement.

What does this mean? My teaching contract lasts one term only. So, when I start teaching in September, I never know if I will still have a job in January. If I am teaching in the spring term, I never know if I will have a job the following September.

If I raise a complaint of any kind about my working conditions, about harassment, or if I get on the wrong side of my boss, the dean or associate dean, I risk not getting another contract - without any explanation.

This is why I am must write anonymously. *I do not have a voice in my workplace.*

The surprising fact is that I am now in the majority. Seventy per cent of faculty in my college are precarious contract workers. I share

this situation not only with the faculty, but also with support workers in the colleges, many who are also part-time, precarious workers.

The number of students accepted in our colleges is rising steadily - a 53 per cent increase in the last decade. The number of full-time faculty with full job protection has only increased by 22 per cent. The colleges are hiring more precarious workers instead of creating good, stable jobs. Why? We have been told, in this age of austerity, that it is a lack of money.

My college currently has investments of over \$225 MILLION. Money is clearly not the problem. And clearly the political will is NOT THERE to create good jobs.

Ontario college faculty and support workers are both entering the next round of bargaining with our employer - the College Council.

In the last round of bargaining, my union was able to win a small gain on the issue of job security. Partial-load faculty - who have worked more than two years but are not rehired to teach the courses they previous taught - can fight this through the union grievance process. This is a small but significant step.

This round of bargaining college faculty and support workers will need to stand together to continue the fight for better jobs and to maintain quality education. 🗣️

Update on college differentiation

Janet Porter, Guelph-Humber Faculty Union Steward

We mentioned in the last issue of Newsbreak that the Ontario government has initiated the negotiation of individual mandate agreements with each of Ontario's colleges and universities. A mandate is a legal description of the specific purpose of each college. The government aims to calibrate its funding formula to align with these revised mandates and to re-align resources with what each institution does best. Renegotiated mandates are expected to be complete by the end of March, 2014.

When a significant change to a college's mandate or objectives is directed by the government, our 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-Academic) bargaining unit has formally requested participation in the differentiation discussion. This participation is requested both provincially and at each college. At the last Humber Faculty Union's Local Executive

Council meeting, the council voted to send a letter to Chris Whitaker, President, asking for participation in this discussion. This letter was sent by the union in October 2013.

To date, we have not received a written response to this request. However, the college has established a series of town hall meetings over the fall and winter semesters, where faculty are invited to attend and ask questions. In addition, Orville Getz, Union President, has met with President Whitaker to discuss the current state of the mandate discussion. The college's position is that Humber's current proposed mandate is not different from the original one.

If you have any questions or concerns about this, please bring it up with your academic manager(s), your colleagues, or contact the faculty union. We'll be following this process in order to keep you informed. 

Are you at the correct salary step?

Full-time faculty

See the Chief Steward's report on page 5

Your winter 2014 SWF is coming soon

Do you have questions?

- What do those evaluation factors really mean?
- Complementary hours - what fits in this?
- Do I really need to pay attention to all of these numbers?
- Other questions?

Drop by our

SWF TRIAGE

For your personal consultation

	North:	Lake:
When?	Friday Nov. 15 10am-2pm Monday Nov. 18 10am-1pm	Monday Nov. 18 10am - 12:30 pm
Where?	Faculty Union Office, H109	B building, Rm 118

Why come?

- Get the answers to your questions
- Pick up a free copy of our "Annotated SWF"
- Enter our draw for a \$50 giftcard for dinner out

Can't make the drop in?

Contact us at info@humberfacultyunion.org or ext. 4007.

We'll answer your questions and enter your name in the draw!

Partial-load winter contract coming soon.

Do you have questions?

- Do the dates covered include the exam period?
- Are you paid for statutory holidays and makeup time?
- Are you at the correct pay step?
- Are you getting copies of all 3 pages of the contract?
- Other questions?

Drop by our

Partial-load contract drop-in

For your personal consultation

	North	Lake	Birmingham
When?	Monday to Friday Nov. 25 through 29 10am – 1:30pm	Thursday Nov. 28 11am – 2 pm	Tuesday Nov. 26 11am – 2pm
Where?	Faculty Union Office H109	Cottage F Room 116	Birmingham Room 210

Why stop in?

- Get the answers to your questions
- See what page 2 of your contract looks like
- Enter our draw for a \$50 giftcard for dinner out

Can't make the drop in?

Contact us at info@humberfacultyunion.org or ext. 4007.
We'll answer your questions and enter your name in the draw!