

Newsbreak

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October 2015

Hiding the assessment results

Jeff Winch, Professor, School of Media Studies & Information Technology

As a new program, the Film & Media Production BAA underwent a Postsecondary Education Quality Assessment Board (PEQAB) assessment in November 2014. PEQAB is a branch of the Ministry of Training, Colleges and Universities that is tasked with ensuring colleges create and maintain degree-level standards.

Before the assessment, contract and full-time film and media faculty prepared significant curriculum improvements, and gathered much documentation and samples of student work, etc. Many of us and our students sat with the review panel for some time. The experience was a healthy challenge and we were keen to see the results.

After a month, PEQAB’s assessment was delivered, but no faculty or students were shown the results. We were told there would be a meeting to discuss the assessment, but then heard nothing. The assessment never surfaced. Humber had three months to respond to PEQAB, which they did in March 2015, quietly, without any faculty consultation.

Back in November, there was a flurry of preparatory activity. We worked as a “team”. Now, the very people who’d worked hard preparing, and who would be implementing any recommendations in the classroom, were shut out of the process. This assessment was done for a public institution funded by taxpayers. No one should

be able to hide this assessment. So, in April, I filed a Freedom of Information Request (FOI) to see the PEQAB assessment. At first, Humber delayed. I filed another FOI to see the college’s response to PEQAB. After 29 days, I heard from the Associate VP, Administrative Services (AVPAS). She told me they would release both the assessment and the college’s response to me the following week on the same morning the Dean of Media Studies held a meeting about them. But they refused to release the two reports before the meeting. I was urged to attend the meeting, to understand the “context” of the situation. The AVPAS assured me verbally and in writing that both reports would be there. I went, hoping for a positive outcome – honest discussion about the reports, or a credible reason why they weren’t shared. The reports were not there. Faculty listened to administrators talk for over an hour about two reports they still couldn’t see.

This experience has made me question Humber’s publicly stated values. But more on that next time (*to be continued*).

I have since learned that my experience with the PEQAB process is not unique at Humber. I welcome stories and documentation from other faculty about this serious problem. Please email me at the confidential union email address, info@humberfacultyunion.org and put my name, Jeff Winch, in the subject line. 

Inside this issue:

Part-time parking	2	Contract faculty forward.	6
Faculty concerns.	3	Program coordinator.	7
No respect for partial-load.	4	Stealing faculty wages	12

Part-time parking overflows at North

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

With the start of the semester, we received a number of complaints from contract faculty saying that parking staff were telling them the only option they have for overflow parking was the Queen's Plate lot off campus. In the past, they had been able to use Lots 4 and 5 for overflow and even the General Parking Regulations they had received stated that "... North Campus Lots 4 and 5 are the prearranged area for permit redirection."

We found out that over the summer, the college had decided to reduce the number of permits for the part-time parking lot and that the only

alternative for overflow was the Queen's Plate lot and to use the shuttle bus to get to the college. After an unsatisfactory response to our initial attempt to get the situation improved, we sent a memo to the President, Chris Whitaker, and Rani Dhaliwal, Senior VP, Planning and Corporate Services, requesting that the college reconsider and allow parking lot overflow to be redirected to other lots on campus. As a result, a meeting was arranged with Tracy Fattore, Associate VP, Administrative Services.

PARKING continued on page 8

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 – Room K-216, North Campus, ext. 4007.

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President's notes

Audrey Taves, President, OPSEU Local 562



Faculty concerns

Welcome back to all faculty!

Thanks to all those who stopped by the open house for our new faculty union office in room K216. It was great to meet new faculty, reconnect with returning faculty, and let everyone know how to find the faculty union office.

Now, the leaves are turning, the halls are bustling, classes are in full swing. Is everything as it should be at Humber?

No... not when we hear that:

- full-time faculty are being docked pay for missing a meeting;
- faculty are told it is their “moral obligation” to take training classes and that this is NOT considered additional work;
- departments are setting up regular meetings but giving no SWF time;
- managers are requesting all teaching materials from faculty;
- contract faculty must make-up class time for statutory holidays;
- partial-load faculty are caught in a parking mess;
- new hires are having their salary step calculated incorrectly; and
- partial-load faculty will be forced to pay an extra month's health care benefits in September 2016 (see page 4).

We can stop management actions like those listed above, as they violate our collective agreement and lead to erosions in our rights.

It was just over a year ago that we accepted a new collective agreement, despite the lack of progress on many of our key priorities. At the time, we talked of ensuring that NEXT time we would make more progress on key priorities that impact the quality of education in the colleges. The next round of bargaining is still a year away. What can we do now to put us in a better position a year from now?

- Demand that the invisible work we do be added to the back of the SWF.
- Document concerns about inappropriate evaluation factors on your SWF, then refer the concerns to the Workload Monitoring Group. Let's get the problems documented!
- Speak out when we see abuse of our partial-load colleagues (eg. extra-large classes).
- Insist on time for curriculum development and updating. **We** know best what needs to be done.
- Get involved in our union local. Drop by K216, our new office location.

“Next time” is still a ways off. But we need to make it clear that we have concerns - about our workloads, the workloads and job insecurity of contract faculty, that we are the experts in our fields and we should guide curricular decisions, about more full-time faculty - and that each and every concern impacts the quality of the education here at Humber. 🙏

No respect for partial-load

Michael Morrone, Professor, School of Business

For the past five years, I have been a partial-load faculty member teaching “*Operations Management*.” The course deals with productivity and centres around the Toyota Production System (TPS). TPS emphasizes continuous improvement, **respect for people**, and standard work practices. These management techniques have allowed companies like Toyota and Honda to dominate their industries. As a former small business owner for over 25 years, I understand the meaning of **respect for people**.

Prior to joining Humber College, I taught at another college and had the responsibility of assigning essays to fourth year degree students who were working in their final co-ops. Their assignment was to observe the various operations of the employer and at the end of the semester, write an essay outlining the changes they would recommend in order to improve efficiency and profitability. A number of the students were employed with Toyota and Honda. Each of them sent me an email saying they could not find any inefficiency at their plants. I therefore instructed them to write a report outlining the reasons Toyota and Honda ran so efficiently. All four students had the same answer: **respect for people**.

Until now, I feel I have been treated fairly during my years at Humber. Both of my Associate Deans have treated me with dignity and respect. Faculty and administrative staff have been extremely supportive. In short, I could not ask for a better work environment. But now I have an issue.

As a partial-load faculty, I am covered under the college’s health care benefits. During the summer months, I do not have sufficient teaching hours to be covered for May and August and have always opted to pay the premiums for these

months in order to maintain continuous coverage. Humber paid the extended health premiums beginning in September for faculty with a fall contract.

Humber has changed its policy on paying premiums for partial-load faculty. The college has taken the position that contracts for partial-load faculty terminate on August 31 and fall contracts do not begin until after Labour Day. Since we are not covered on September 1, we must pay premiums for the entire month. I sent an email to HR suggesting that premiums be pro-rated and that employees only pay for the period from the beginning of the month until the first day of teaching. The response was that Humber: *“will cover the cost of bridging extended health for the month of September 2015 only. Bridging in the summer of 2016 will include the cost of September 2016 to be paid by the employee.”*

This leads to another potential issue. Our winter contracts do not start until after New Year’s Day. At what point will Humber College demand that partial-load employees pay extended health premiums for the entire month of January? The monthly cost of premiums is \$202.89. Whether or not someone can afford to pay this extra cost is beside the point. This is not just an issue of money. The bigger issue is fairness and respect for employees.

Partial-load contracts cover all but a few days in September. Yet Humber expects contract faculty to pay premiums for the entire month. Humber already saves tens of thousands of dollars hiring contract faculty. Now the college wants an additional \$202.83.

Respect for people, Humber College! That is what I teach my students. 🙏

Chief Steward's report

Bob Bolf, Acting Chief Steward, OPSEU Local 562



Master's degree calculation

We have already had two arbitrations this fall term with one more scheduled.

HRT staffing grievance

The first was our staffing grievance with HRT. We grieved that HRT was not giving preference in hiring full-time faculty. The grievance was settled during the mediation stage just prior to the formal arbitration hearing. The college agreed to hire four more full-time faculty over the next two years.

Master's Degree credit for determination of starting salary pay step

The second arbitration meeting continued the saga of short-changing faculty with Master's Degrees. The next and anticipated-to-be-final arbitration meeting on this topic is scheduled for late December.

The collective agreement clearly stipulates the amount of credit to be given for a Master's Degree. Each year of education is to be credited up to a maximum of six years, four years for an undergraduate degree, and an additional two years for a two year Master's Degree. The college has its own unique and evolving interpretation of this clear language. The collective agreement clearly stipulates that a two-year Master's Degree earns the faculty member two year's educational credit. The college position is that a two-year Master's Degree is only worth one year's credit.

The college's argument is that the second year of a two-year Master's Degree is essentially the same as the first. No evidence is given that this argument is based on any kind of curriculum

assessment of various Master's programs out there.

The college's position on this matter is an implicit criticism of all the Master's level degree programs. What the college is essentially saying is that the universities that offer Master's Degrees are exploiting their students by keeping them an extra year (to gain revenue?), or that the curriculum development at these institutions is faulty, or that somehow Humber knows better than, say U of T, York, Western, Harvard, etc.

I think you can see how absurd the college's position is on this matter.

LAS staffing grievance

This grievance is scheduled for later this term and we hope to be able to come to an agreement on the number of new additional faculty to be hired.

Membership card

In a more general vein, if you have not yet signed the Humber Faculty Union membership card, I urge you to do so. While you reap the benefits of the collective agreement automatically as a full-time or partial-load faculty regardless, signing a membership card allows you to vote and have a say in how the local works towards creating a high quality educational experience for our students. (You will also be eligible for discounts on various services.) You can come by our office at K216 (North) or e-mail any of the stewards or officers to find out how to sign up. 🗳️



Contract Faculty Forward is a project to raise awareness about contract faculty in Ontario Colleges.

Help bring this project to life, please log-in and sign up to support contract faculty:

www.contractfacultyforward.ca

**FACULTY
WORKING
CONDITIONS**

= **EQUALS** =

**STUDENT
LEARNING
CONDITIONS**



#contractfacultyforward

Program coordinator position

Stacey Merritt, Co-chair Workload Monitoring Group



In the January 2015 edition of Newsbreak, the purpose of the Workload Monitoring Group (WMG), a joint union/management committee, was outlined. The committee examines workload issues for full-time faculty and program coordinators (PCs) at the college and works to resolve specific workload complaints brought forward by full-time faculty. This committee meets monthly from September to June.

Resulting from a suggestion by the union, the committee decided to take on a very challenging task – a review of the program coordinator position. The union wants the position evaluated because it believes that there is a lack of consistency between schools in what tasks PCs are asked to perform, that PCs may at times be given duties that might not be in accordance with the collective agreement, and the workload of some PCs is so arduous that they are finding it difficult to properly meet the needs of their students.

At the June 2015 WMG meeting, the union and management members discussed that the position review would achieve the following four goals:

1. an understanding of what tasks are appropriate for PCs to perform;
2. that Humber College ask PCs to only execute tasks that are in accordance to the collective agreement;
3. that by agreeing to #s 1 and 2, more faculty will want to work as program coordinators; and
4. that ways to aid in the professional development of PCs in accordance with Article 14.03A3 be established.

The committee has yet to develop an exact process to complete this review and no time frame for completion has yet been established. We do know that consulting with existing PCs, other faculty, deans and associate deans will be needed in order to gather as much information as possible. This consultation may include surveys and focus groups. The committee recognizes that confidentiality is critical if we are to receive accurate information and every effort will be made to ensure that everyone who provides information feels comfortable when doing so.

If you have any questions or comments about the position review, or are interested in finding out more about this or any other work being done by the WMG, please do not hesitate to contact any of the union WMG members. They are Audrey Taves, Janet Porter, Bob Bolf and me. Also, please remember that we are always available to support faculty with any specific workload issues.

As already mentioned, the program coordinator review will likely be very difficult and challenging. It will require close co-operation with the union and management and we hope that we will be able to work effectively with management to achieve the previously mentioned four goals. Wish us luck. 🙏

In their own words

John Steckley, Professor (retired), School of Liberal Arts & Sciences

Retirement and I are getting along just fine. I have had rich experiences already: teaching the Wyandotte of Oklahoma children and their parents their traditional language, being disallowed from going to the U.S. for a day (my Farley Mowat experience with American border guards at Pearson Airport), writing short stories, walking dreamily along the sands of Long Beach on the west coast of Vancouver Island, and meeting a raven called Trickster who has made me think that I want to write a book about ravens (to go along with my gibbon and parrot books).

One of my new projects is as the editor of *In Their Own Words*, a collection of stories by Humber students of their experiences at Humber as people with disabilities. The idea for the book came as I watched an able-bodied person give a webinar about students with disabilities. I thought at the time that we would be better served in our training if we could experience the stories of the students themselves. The students would be better served as well.

This thought was reinforced during my three months on crutches in 2012, when I got a small

sense of what students might have to go through in an institution designed for the able-bodied.

What I need from you here is to approach your Humber students who have to cope with disability, and suggest that the college would benefit from their writing about their college experiences - the good, the bad and the ugly - so that they, and others like them, could have a better experience here. Humber needs the type of information that only they can deliver.

They can have their names connected with the stories they tell, or they can remain anonymous if they so wish. I will be editing with a light hand, just doing the usual copy editing, plus making some suggestions of elaborating on certain important issues, where more information would be useful.

You or they can contact me at john.steckley@humber.ca to receive more information, and to receive the requisite permission forms. This is a beautiful chance for students to be heard. Please think about it.



PARKING continued from page 2

We are pleased to report that, as a result of our memo, a number of changes have been made:

- 1) overflow parking is now available on campus (G-H and pool parking lots); and
- 2) academic schools will reimburse the cost of parking in the daily pay lots, if required.

We also discussed the importance of consid-

ering the special parking needs of contract faculty and the need for better communication about parking. We also mentioned our concern that over the summer, the method of payment of part-time parking was changed so that payroll deductions are no longer possible and parking has to be paid up front using a credit card. We were informed that this was a decision of the Human Resources (HR) department and if anyone has a special problem paying for parking, they should contact HR. 

More faculty concerns

Audrey Taves, President, OPSEU Local 562

There have been a number of faculty concerns brought forward to the faculty union this past month. Many of these concerns involve non-teaching periods or the complementary hours allowance.

Time for administrative tasks

Article 11.01F1 clearly states that functions "appropriate to the professional role of the teacher may be assigned... on an hour for hour basis".

This could include mandatory training activities, regularly scheduled meetings, curriculum review, etc. The article goes on to describe a separate minimum allowance of two hours for normal administrative tasks, i.e. not assigned.

Yet, an associate dean sent out an email suggesting that training not be considered additional work, but a faculty's administrative responsibility and moral obligation. Clearly the collective agreement states that additional administrative work be assigned on the SWF hour-for-hour, not assigned as a moral responsibility.

Statutory holidays

There seems to be some confusion about statutory holidays. To clarify, statutory holidays are paid holidays. They are not working days. To suggest, as an associate dean has done, that somehow because you have a statutory holiday you aren't working as hard as you should be, demonstrates a misunderstanding of the concept of a "paid holiday" and also ignores the fact that any missed classroom content (and the necessary related preparation and evaluation) must be incorporated into the remaining weeks of class.

Work during non-teaching periods

Article 11.08 clearly identifies that these periods are to be used for activities initiated by the teacher and by the college, and are to be undertaken by mutual consent.

We have heard about a situation where full-time

faculty have been docked pay for not attending meetings during the week of August 31, 2015, a non-teaching period. Clearly, there was no mutual consent to attend the meetings in these cases, so Article 11.08 was not followed. To go further and discipline faculty by docking pay in these circumstances is a serious violation of our collective agreement.

All workload should be on the SWF.

Article 11.02A2 states that the SWF "shall include all details of the total workload... including complementary functions."

More and more, faculty are expected to attend training workshops of many kinds (human rights, accessibility, gender diversity, Blackboard, etc.), complete curricular reviews, etc. While these may all be important to our professional work, they are still additions to our workload and, as such, should be accorded time on our SWFs to ensure that the SWF more closely reflects actual faculty workload during teaching periods when most of this additional work takes place.

Work during vacation periods

A full-time employee is entitled to two months vacation after completing one full year's service with the college. Vacation means time off work.

Unfortunately, some faculty have been asked to do college work during their vacations. This work includes such activities as course revision, course outline development, coming into the college to discuss/sign a revised SWF, etc.

Faculty, while on vacation, are under no obligation to monitor their college email, to complete work for the college, or to come into the college for SWF revisions/discussions. If any of this work is required and agreed to, compensation must be paid to the faculty using the pro-rata formula as outlined in Article 15.01B, and the necessary timelines cited in Article 11. 🏠

Greetings to new full-time faculty

A warm welcome to our colleagues who have joined the full-time ranks since January 2015. 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

Mohammad Al-Rady
Chris Dimitrakopoulos
Michael Guido
Hassan Hassan
Mihyar Hesson
Ian MacLachlan
Patrick Penman
Peter Villalta
Jaroslaw Wawrow
Susan Worsley
Vasillaq Xoxa

Business

Michele Calpin
Alex Colangelo
Nedal Ismail
Cheryl Mitchell

Creative & Performing Arts

Anne Frost
Tanya Greve
Tatiana Jennings
Andrew Mullin

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Lindsay Anderson
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Mary DiVito
Gordon Furzer
Mary McGrory
Puja Patel
Mojgan Rezvani
Joanne Tuck

Hospitality, Recreation & Tourism

Anke Foller-Carroll
Mark Jachecki
Susan Joseph
Leila Kelleher

Liberal Arts & Sciences

Colleen Ball
Constantine Belegris
Kosha Bramesfeld
Angelo Di Giorgio
Catherine Dunn
Darius Karka
Maureen Riche
Michael Spencer

Libraries

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Sandra Herber

Media Studies & Information Technology

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Jeffrey Berman
Cathy Bidini
Lara Johnston
Steven May
Adam Miller
David Neumann
Cole Swanson
Anne Zbitnew

Social & Community Services

Jaspreet Bal
Daniel Bear
Ann Corbold
Lisa Morris
Tonia Richard

Student Success & Engagement

Sue McCarthy



Up at the Board

by Franca Giacomelli, Board of Governors Faculty Representative



Sabbaticals are a wonderful thing, but I really missed being on campus and in the classroom. It's great to be back! The Board has had three meetings since the last newsletter. This article summarizes the meetings of May 26, June 23 and September 22.

Chair and Vice-Chair elections were held at the June meeting. Audrey McKinney has been re-elected as Chair and Brien Gray as Vice-Chair. Two new members have been appointed to the Board: Bob Goulais and Robert Hull. Lori Diduch, Vice-President H.R. was introduced to the Board at the September meeting.

The May meeting saw a very strong balance sheet with \$171,400,000 of the Net Assets being designated as Internally Restricted for the purpose of spending as follows: Strategic Infrastructure Projects (\$151,470,000) and Operating Contingency (\$19,930,000). Financial statements can be found on humber.ca/content/publications.

The grand opening of the Learning Resource Commons at the North was celebrated on September 25. At the September meeting, it was reported that the LRC was completed on time and under budget. The new building has created a one-stop-shop for student services and has opened up approximately 100,000 square feet at the North campus.

The 2015 - 2016 Enrolment Report was presented at the September meeting. Fall 2015 marked the anticipated beginning of the

downward trend in applications and enrolment across Ontario's colleges and universities. This is largely due to the anticipated demographic decline in the province's 18-24 year old population. Despite this, large centers such as the GTA continue to experience population growth and related opportunities for strong enrolment. In addition to our location advantage, Humber's ability to develop and submit new programs based on current and anticipated future demand and our ability to revitalize existing programs to better meet both student interests and industry demand, resulted in 81,222 applications for Fall 2015, once again making it the top choice for applicants in the province of Ontario. After flat enrolment growth in 2014-15, Humber is well positioned for managed growth going forward.

- Projected full-time enrolment for Fall 15 is 25,000, up by 5.2 per cent.
- Campus mix - 37 per cent Lakeshore, 62 per cent North and 1 per cent Orangeville.
- Credential mix - Degree 16.5 per cent, Advanced Diploma 20.6 per cent, Diploma 45.4 per cent, Graduate Certificate 8.1 per cent, UNB Nursing 3.1 per cent, and Certificate 5.5 per cent.

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

Humber continues to steal faculty wages

It is Humber College policy to undervalue the educational credentials of faculty who have:

- 2-year Master's Degrees
- 3-level Certified Journeyperson (for trades)

The faculty union has been in dispute with management since 2012 about this policy, which affects placement on the salary grid.

This policy affects both full-time and partial-load hires. We will focus on the full-time hires in this article, and address the partial-load hires in a future Newsbreak article.

Of the 56 new full-time faculty hires this fall, this policy affected the salary placements of at least 34 full-time faculty. (An additional seven salary placement calculations provided by the Human Resource department have missing information.)

This undervaluing results in, at a minimum:

A) For one lost step, the faculty loses **\$2,500** in wages and **\$700** in pension contributions, per year.

B) Over 15 years of service, the faculty loses approximately **\$37,000** in wages and **\$10,200** in pension contributions.

C) This semester, for the 34 full-time faculty to whom this applies, the college will save **\$85,000** in wages and **\$12,000** in pension contributions.

D) Over 15 years of service, the college will save **\$1.26 million** in wages and **\$177,000** in pension contributions. That's just for this cohort of new hires.

E) If we add the last three cohorts (Fall 2012-2014), the college stands to save over **\$4 million** in wages and more than **\$500,000** in pension contributions.

These are stolen wages and unpaid pension contributions. The college refuses to correct this policy. It has tied up this dispute in deliberately prolonged and expensive litigation. There are nine grievances that are being arbitrated at this point. Faculty who grieve this calculation could receive back pay, if the arbitrators decide in their favour. If you don't grieve, you lose these potential wages and pension.

Please contact your area steward or the union office if you would like to have your salary calculation reviewed, and to discuss options for further action. 

A policy of stolen wages and unpaid pension contribution that the college refuses to correct

Over 15 years of service, faculty loses approximately \$37,000 in wages and \$10,200 in pension contributions.

Contact the union to have your salary calculation accurately evaluated