

# Newsbreak

Volume 28, Issue 1

February 2018

## Strike survey results

*Bob Bolf, President, OPSEU Local 562*

We would like to thank all of you who participated in our post-strike survey. Although we had a lot of interaction and exchange of opinions during the strike, we wanted to give interested faculty a chance to share their opinions with us more formally. There were over 360 faculty who completed the survey and over 100 of these made additional comments.

The results show a very high satisfaction level with how the local operated during the strike. We received many positive comments on specific officers and /or organizers of picketing lines and on the overall organization of the strike. There was also high satisfaction with the daily communication during the strike, which mostly was happening via the “*Daily Digest*”.

The strike was an uncommon occurrence and we had to make and revise many decisions on the fly. Most faculty were highly satisfied with flexible picketing hours, with the opportunity to picket at other colleges and with the policy of up to five paid sick days. We were pleased to see that there was high satisfaction with the payroll logistics, especially delivering payments for about a 1,000 people. We had to go from nothing, to a fully-functioning payroll system overnight and the vast majority of paychecks were delivered on time.

More than 90 per cent of faculty felt strongly

that the College Employer Council (CEC) should be abolished as it seemed to be stalling rather than resolving issues. This sentiment stemmed from CEC inaction during the negotiation process resulting in unnecessary hardship for half a million students (plus their families) during the strike. Obviously, faculty suffered as well during the extended strike.

Despite our hope for more wins from the negotiations, the vast majority of faculty who responded considered the strike worthwhile and would do it again in similar circumstances.

Particularly valuable for us were the many constructive comments (expressed in the narrative portion of the survey) about communication of faculty issues with media and communication between OPSEU and striking faculty. Some faculty felt there was a need for improvement in overall PR to ensure that the press, students and the society at large were better informed about faculty issues. Striking strategies was another topic where noteworthy comments were made. Suggestions regarding future strategies will be complied for use in the event of a future strike.

If you are interested in more details about the survey, we have a hard copy of the survey results in the office, K216. Please come by. 📄

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**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: [newsbreak@opseu562.org](mailto:newsbreak@opseu562.org) or drop materials at the Faculty Union office – Room K-216, North Campus, ext. 4007



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# President's notes

*Bob Bolf, President, OPSEU Local 562*



How are you doing? When I ask this question to faculty, I often get the answer, “OK, but tired”. We’re all glad to be teaching, but still dealing with the fallout of the strike.

Does the strike seem like it occurred a long time ago?

We’ve had to endure a lot over the last six months. After the strike, we had to make course changes overnight, assist our students successfully navigate through the fractured fall semester and prepare to deal with the shortened winter semester. Things will probably not get back to “normal” until the fall term.

Some of you may be thinking, “Was it worth it?” Was the disruption, pain and stress of the strike worthwhile? In my opinion, it was.

Let me start by letting you know how impressed I am with how we, the faculty, stepped up and embraced the challenges posed by the strike. It would have been too easy to ignore the issues, take the road of least resistance and hope that things would turn out okay. However, that road would lead nowhere.

Instead, when faculty stood up and said “No More” they drew a line in the sand. No more encroachments on our employment rights.

I was impressed how we, full-time and partial-load faculty, stood together to jointly uphold each others rights and began carving out a better future for both students and faculty.

Students need more full-time faculty as they can take a stand for academic quality and integrity.

Precarious partial-load faculty need and deserve more equitable treatment by the college. This is what we are now able to work towards.

Starting immediately and for the next four years, we will be in the “contract administration phase” of our collective agreement

(CA). This is the day-to-day enforcement of the CA, where the rules governing the workplace are staked out. The bargaining phase can be exciting, stressful and quite dynamic, as we all witnessed. The issues haven’t changed, but the way they are dealt with has.

I think we can agree that the colleges and the College Employer Council have displayed an alarming lack of good faith in their approach and, attempted to coerce faculty into submission by needlessly extending the strike. They thought they could get away with it. I’m sure they were surprised at the 86 per cent province-wide rejection vote of their forced offer. I believe Humber management was taken aback when their own faculty rejected the offer with an 89 per cent “against” vote.

The reason we achieved such a strong rejection of management’s offer was the result of the dedicated and hard work of all the faculty who took part in the strike. The faculty who were on the picket line, those staffing the strike trailers, the media team, the “Flying Pickets squad”, the faculty phone brigade and all the others who worked together to take a stand.

We were successful!

To carry our effort forward, we will still need to be active during the next four years of administering the collective agreement.

*President continued on page 6*

# Health & Safety : Still a long way to go

Des McCarville, Co-Chair, Joint Health & Safety Committee



Here is a brief summary of what has been happening in the work of the Joint Occupational Health and Safety Committee (JOHSC) since the last Newsbreak in May 2017. Unfortunately, we have not been able to resolve many of the issues that were confronting us before the strike. But let's start with one success.

## **1. Workplace Hazardous Material Information System (WHMIS) and site-specific training**

Last year, I noted that Humber had no college-wide method of tracking hazardous materials on campus, nor of recording site specific training by workers. Humber health and safety management has worked to correct this issue. At the moment, Humber is rolling out WHMIS 2015 (the latest version) to faculty and support staff. There are plans to improve the site-specific training and record keeping later this year. Please let me know if you have concerns about hazardous materials in your labs, or would like to learn more about the training initiative.

## **2. Participation of University of Guelph-Humber employees in health and safety**

This issue dealt with the lack of health and safety representation by contract faculty at the University of Guelph-Humber. The lead proponent for representation is the University of Guelph faculty union CUPE 3913. Our local has supported this initiative. At this time, CUPE has decided not to pursue the issue with Humber. We respect their decision and will continue to support any action to assist fellow faculty at University of Guelph.

## **3. The role of independent health and safety committees in some Humber schools**

It came to our attention that some schools were running independent health and safety committees without the sanction of union locals or the worker reps of the JOHSC. In our opinion, this is a contravention of the *Occupational Health*

*and Safety Act.*

Humber has so far refused to acknowledge that these committees

are violating the Act. We have been unable to resolve this issue. It appears that we will have to obtain a clarification from the Ministry of Labour. If you are performing workplace inspections without authorization from your union local or the JOHSC, please don't hesitate to contact me.

## **4. Membership of contract employees on the JOHSC**

Local 562 has put forward names of partial-load faculty for JOHSC membership. Humber has continually refused to accept these individuals for membership. It appears that this issue will also need to be resolved by the Ministry of Labour in the near future.

## **5. Creation of new local committees at Humber**

The Ministry of Labour has mandated that Humber divide its one Health and Safety Committee into campus-based committees. The plan is to separate into four committees: North campus (including the Carrier Skilled Trades building); Lakeshore (including the adjacent and Birmingham buildings); Orangeville; and, five Community Employment Centres in North Etobicoke.

We are getting close to implementing this plan. Unfortunately, it looks like we will have to wait until the issues around membership of contract faculty and independent health and safety committees are resolved. That said, we hope to start the committees some time in 2018. The new committees will require more members from both faculty and support staff. If you are interested in keeping your workplace safe and healthy, please contact me. 📧

# WMG updates

Stacey Merritt, Union Co-Chair, WMG

The Workload Monitoring Group (WMG) is an important committee at the college as it assists faculty in trying to resolve their workload problems. It meets on a monthly basis to discuss both individual and general workload issues that impact our members. The committee is composed of four management members and four union members. Currently, the Humber Faculty Union members are:

**Bob Bolf** – President of the union and faculty in the Business School

**Des McCarville** – Acting Co-Chief Steward and faculty in Applied Technology

**Rena Borovilos** – Steward and faculty in Liberal Arts and Sciences

**Stacey Merritt** – 1<sup>st</sup> Vice President and Acting Co-Chief Steward, and faculty in Hospitality, Recreation and Tourism

Here are some issues that the WMG has recently been working on:

## 1. SWF credit for faculty working as a program coordinator (PC)

It is now very clear that the SWF hours given to PC's may vary greatly depending on many factors. These factors include the number of programs that are being coordinated, the number and type of students in those programs, the amount of academic leadership that needs to be provided to the faculty that are teaching in the program(s), etc. All PCs should discuss their workloads with their academic managers and ensure that their SWFs accurately reflect the work they are doing. The SWF hours given for program coordinating should not be uniformly predetermined.

## 2. Non-SWFed overtime

The collective agreement dictates that if the total number of workload hours on a SWF exceeds 44 hours/week and if the faculty member voluntarily agrees to perform that additional

work, the faculty member is to be paid overtime for that work (Article 11.01 J 2). The contract does not allow for that remuneration to be in any form other than overtime pay.

However, there may be times when your academic manager requests that you work additional hours that are not outlined on your SWF. For example, a substitute faculty may be needed to teach a class in an emergency situation. The WMG is developing a reporting system for these times to help ensure that faculty who voluntarily agree to complete the additional work are properly compensated.

## 3. Student accommodations

Some faculty have expressed concern that the work created by servicing the increasing number of students requiring academic accommodations is not properly reflected on their SWFs. The time spent in accommodating those students is included in the 6 hours provided to each faculty under "Complementary Functions" on the 2<sup>nd</sup> page of their SWFs. If you feel that your student accommodation workload exceeds your SWF credit (and you can quantify that by tracking the hours that you spend), you should speak to your academic manager and request a SWF adjustment. This is important because that additional work may put your SWF over 44 hours/week and qualify you for overtime.

Please remember, if you ever feel that your SWF does not accurately reflect your workload, whatever the reason, speak to your union steward or one of the union members of the WMG for advice and assistance. 🏠



# Get to know your collective agreement

The Extended Health Plan is a **100 per cent employer-paid** benefit plan that is available to all full-time faculty (Art. 19.01), as well as to partial-load faculty (Art. 26.06 A) who opt into the coverage. Partial-load faculty should be given the opportunity to enroll in this coverage when they sign their first partial-load contract with the college.



The plan includes coverage for a semi-private hospital room, eligible prescription drugs, as well as eligible paramedical services, but does not include dental or vision care. For more details, see the Sun Life Benefits Booklet (2015): <http://www.opseu562.org/2017/243>.

have been added as eligible paramedical providers.

To ensure your provider is covered by Sun Life, members should request an estimate from Sun Life prior to receiving service.

## **Changes to Extended Health Plan Coverage for 2017-2021**

Effective February 1, 2018, the maximum coverage for paramedical services (chiropractor, massage therapist, physiotherapist, etc.) has increased from \$1,500 to **\$2,000 per year**. In addition, social workers and psychotherapists

The new *2017-2021 Academic Employees Collective Agreement* is now available on our website: [www.opseu562.org](http://www.opseu562.org). 📖

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## *President continued from page 3*

We are always looking for faculty union stewards. If you are interested in becoming a steward, or would like to find out what being a steward means, please feel free to come by the faculty union office in K216 (North). (We are in the process of establishing a Lakeshore office, but don't have that nailed down yet). Also, we will be holding our General Membership Meeting on May 22 and at this meeting, we will be electing officers for the local faculty

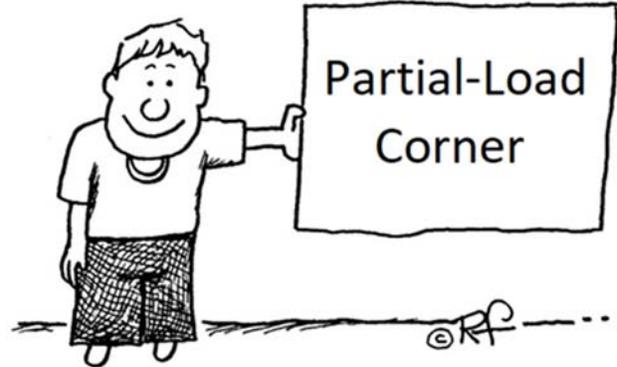
union to serve over the next two years. (Stewards typically are not elected, unless we get an overwhelming number of faculty from one school who want to be a steward).

Beginning today, we need to lay the groundwork for the next round of bargaining. As things settle down, I ask that each of you ask yourselves what can all of us do to maintain academic integrity and ensure we continue to have a meaningful role in the education of our students. 📖

# New for partial-load contracts

Pearline Lung, 2nd Vice-President, OPSEU Local 562

On December 20, 2017, Arbitrator William Kaplan released the arbitration award outlining changes to our new *2017-2021 Academic Employees Collective Agreement*. This decision includes unprecedented gains for the college sector, as well as several improvements to the contract language that all partial-load faculty should be aware of.



1. **26.03 B** - *The College shall endeavour to issue all contracts prior to the start of the contract.*

Prior to this amendment, the contract did not have any language as to when faculty should receive their contracts. The union understands this revision to mean that the College will do its best to issue contracts to faculty prior to the beginning of each term.

2. **26.10 C** - *a partial-load teacher will be entitled to credit for service...on the basis of ½ month's credit for each calendar month in which the employee teaches 30 hours or more and from October 1, 2017 (but not earlier) on the basis of one month credit for each calendar month in which the employee teaches 30 hours or more.*

For all partial-load and full-time faculty, every 10 months of “credit for service” translates to a one-step increase on the pay grid. Prior to October 1, 2017, partial-load faculty had to work two months of 30+ hours of teaching per month in order to earn 1 month credit for service. This often meant that faculty who had partial-load contracts for the fall and winter terms had to work 2.5 years to earn a one-step pay increase.

The new collective agreement halves the time required for a step increase by awarding one month credit for every month where faculty teach thirty hours or more.

3. **26.10 D** - *By October 30<sup>th</sup> in each calendar year, a currently or previously employed partial-load employee must register their interest in being employed as a partial-load employee in the following calendar year. All partial-load employees employed for all or part of the period from Sept. 1 - Dec. 31, 2017 will be deemed to have registered for the 2018-19 academic year.*

The union understands this article to mean that faculty members should “register their interest” by informing their academic manager (Associate Dean or Dean, not Program Coordinator) in writing that they wish to continue working as a partial-load faculty. In doing so, this clause adds a component of seniority for the faculty member, which may come into play in priority for hiring cases (Art. 26.10 E).

A link to the full arbitration award is available on the front page of our website:

[www.opseu562.org](http://www.opseu562.org). 

# Greetings to new partial-load faculty

A warm welcome to our colleagues at Humber College who received their first partial-load contracts in Fall 2017. This list is created from information given to us by Human Resources. If you are missing from this list contact us at ext. 4007 so that we can add you to our distribution list.

## **Applied Technology**

Amir Alfalahi  
Saber Amini  
Michael Arthur  
Adrian Bica  
Kaitlin Ford  
Eugenia Gjuraj  
Paul Hinds  
Stephen Ho  
Hyder Ali Khoja  
David Kobayashi  
George Montgomery  
Peter Olcott  
Gjergji Shore  
Collin Shotlander  
Mehrddad Tirandazian  
Isabella Trindade

## **Business**

Omar Al Hasan  
Shabnam Aghdassi  
Nihad Al-Juboori  
Preet Arora  
Shalu Bansal  
Martin Bartosek  
Hussam Jawad  
Nataliya Korchagina  
Aida Memisevic  
Julie Pilon  
Ketzia Sherman  
Harkirat Singh  
David Stapley  
Annika Waddell

## **Creative & Performing**

### **Arts**

John Beale  
Dylan Bell  
Heather Hill  
Amanda Tosoff

### **Health Sciences**

Matthew DaCosta  
Stephanie Gallant  
Shahrazad Janani  
Courtney Maki  
Lynne Urszenyi

### **Hospitality, Recreation & Tourism**

Luke Buttery  
Catherine Caufin  
Brian Colaco  
Jennifer Droznika  
Michael Hood  
Elizabeth Martin  
Stephanie Mirabelli  
Gopal Rao  
Scott Tate  
Kay Wong

### **Liberal Arts & Sciences**

Anabel Antunes  
Aileen Bach  
Gordon Bannerman  
Kiran Baral  
Daniela Bellicoso  
Marie Benjamin

Samantha Bernstein  
Joanna Boutilier  
Jessica Braimoh  
Lauren Chochinov  
Amanda Clare  
Christene Cousins  
Dalia Elawad  
Kathleen Fortune  
Rebecca Gilmour  
Colin Graham  
Monique Harvison  
MD Humayan Kabir  
Samantha Kulatilake  
Adam Langridge  
Tuula Lindholm  
Ryan Morreale  
Arshavez Mozafari  
Bryan Nelson  
Kimberley Prince  
Angelica Radjenovic  
Sarah Radtke  
Alyson Renaldo  
Jayson San Miguel  
Harmanjit Sandhu  
Ian Slater  
Suzanne Soares  
Afsana Tabibi  
Olga Taratuta  
Lesley Thomson  
Mir Tahmaseb Towlait Kashani  
Matthew Vanstone  
Elisa Warner  
Jason Webb  
Jhneil Williams  
Sehris Zehra



*Partial-load continued on page 9*

**Media Studies & I.T.**

Anthony Adams  
Paul Aflalo  
Asma Arslan  
Simon Baker  
Jenny Bermas  
Gordon Burkell  
Jennifer Cortez  
Siavash Fani  
Felice Forte  
Alison Gelata  
Leslie Harrod  
Spencer Hawtin  
Adam Herdman  
Ali Hesson  
John Hinz  
Hoyoen Hwang  
Mark-Anthony Karam

Shenaz Kermalli  
Erin Neumann  
Marlo Palko  
Teresa Pavlinek  
Andrew Pelletier  
Kiele Poirier  
Peter Power  
Steven Pulver  
Mike Rukavina  
Sharon Saporta  
Lee Situ  
Slavko Stemberger  
Lesley Thornton-Cronin  
Andrei Tselichtchev  
Pasquale Veltri  
Shannon Vieira  
David Weisz  
Spencer Wynn

**Social & Community Services**

Joey Blake  
Shane Cunningham  
Peter Dawson  
Cyril Fernandes  
Michael Frimpong  
Albert Malkin  
Lisa Mudie  
Carmen Parsons  
Danielle Pomeroy  
Kerry Watkins  
Jack West



# Greetings to new full-time faculty

A warm welcome to our colleagues who have joined the full-time ranks since January 2017. Quite a number of these faculty are not new to the college but have been working on contract for some time. We're pleased to have them with us on a more permanent basis.

## Applied Technology

Akram Afifi  
Sherif Hanna  
Imran Khan  
Lawrence Mitchell  
Mihaela Pop  
Ron Rancourt  
Sophie Ratcliff  
Brian Sale  
John Suriano  
Austin Tian  
Dave Vazquez-Abrams  
Daphne Wainman-Wood  
Colin Wildman

## Business

Richard Feldman  
Chantalle Fish  
Emily Gaszynski  
Rossie Kadiyska  
Steven Lorini  
Fabian Marks  
Jeffrey Nicholson  
Na Sui  
Stephen Young

## Creative & Performing Arts

David Bezmozgis  
Kelsley Grant  
Thomas McKercher  
Brian O'Kane  
Ray Salverda  
Alissa York

## Health Sciences

Jacqueline Bell  
Jennifer Chatsick  
Jessica Fernandes  
William Hossack  
Alyssa Indar  
Erin Mandel-Shorser  
Trudy Ruf  
Heidi Siu  
Vidya Sivanantham

## Hospitality, Recreation & Tourism

Cecily Clarke  
Harini De Silva  
Irene Kairys  
Christel Kuiper

## Liberal Arts & Sciences

Mark Andrade  
Eufemia Fantetti  
Sara Hassan  
Aaron Landry  
Miriam Novick  
Isabel Sousa  
Frances Sparano  
Milos Vasic

## Media Studies & I.T.

Sean Doyle  
Robert Plant  
Jessica Wolfe  
Audrey Wubbenhorst

## Social & Community Services

Fisseha Yacob Belay  
Mackenzie Ketchell  
Julie Muravsky  
Sheria Myrie  
Coura Niang  
Soheila Pashang  
Dan Rowland

## Student Wellness & Accessibility Centre

Bhupinder Bains  
Mitra Gorjipour  
Niall O'Connor  
Jaclyn Strimas



# Useful info on our website

You will find valuable information on a variety of issues on the OPSEU 562 website: [opseu562.org](http://opseu562.org)

The new 2017 –2021 collective agreement is posted along with the arbitration award on the front page.

Whenever you get a new SWF, you can use the annotated version of the SWF, and the SWF calculator to check out the impact of possible changes.

If you are faculty, whether full-time, partial load or retired, there are sections on benefits to help answer some of your questions.

You can sign up for our mailing list so that you are quickly informed of issues that affect us as unionized employees of Humber College.

You may want to check the calculation of your starting salary using the Initial Step calculator.

Our website received these two awards from OPSEU’s Editors’ Weekend 2017 which is held every two years by OPSEU. We are competing with websites, newsletters and other print materials of other locals of OPSEU. 🏆





Humber College Faculty Union

OPSEU Local 562

General Membership Meeting & Lunch

Tuesday, May 22, 2018

11:30 a.m. to 2:30 p.m.

Seventh Semester, North Campus



**Save the date!**