

Newsbreak

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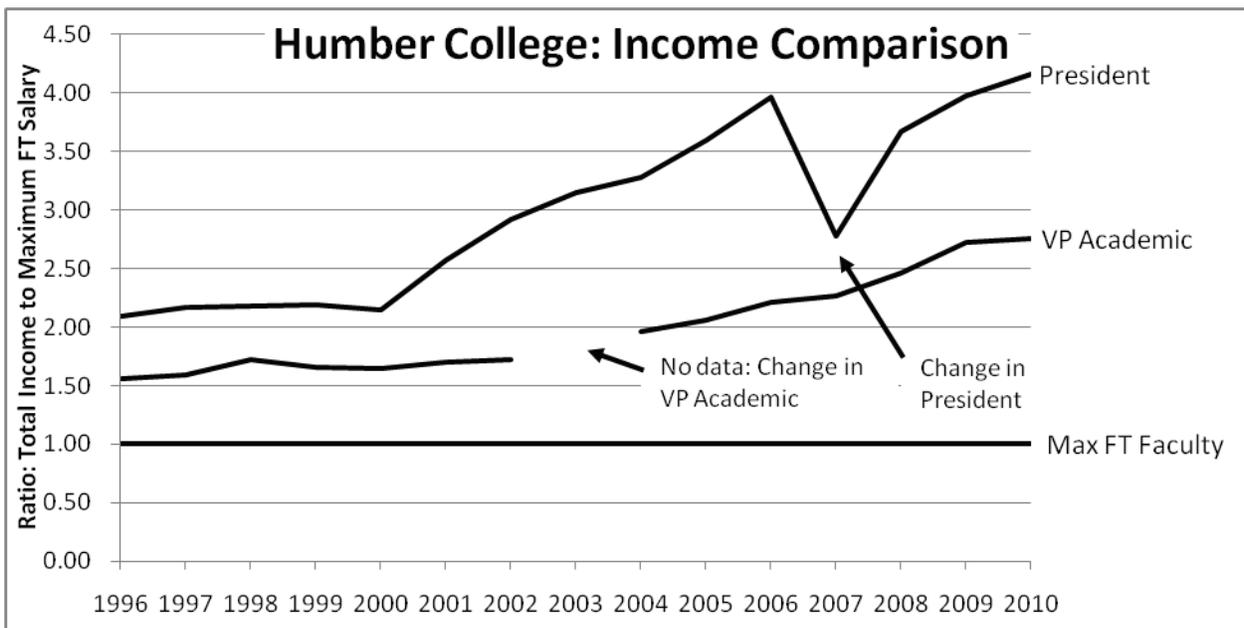
April 2011

Salary gap widens!

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

April 1st brought us the annual Public Sector Salary Disclosure lists. Since 1997, the lists have been disclosing information regarding college employees paid \$100,000 or more. There is a flurry of interest when the new lists are posted: How much did the President earn last year? How about your manager?

This year, Humber's President, John Davies, topped the list at \$416,386 (salary and taxable benefits), the highest income in the entire college system. This was closely followed by John Tibbits, President, Conestoga College, at \$413,365 and David Agnew, President, Seneca College, at \$396,088.



Apparently, the college increasingly values senior administrators more than faculty and support staff. The graph above shows how the Humber President's and Academic VP's income compares to the maximum salary for faculty at the top step. In 1996, the President earned about two times the maximum academic salary and by 2010, it had grown to 4.19 times. In the same period, the Academic

VP's income went from about 1.6 to 2.75 times the maximum academic salary.

In the last year, faculty salaries increased by 2 per cent while the President's income increased by 6.9 per cent. What will the colleges offer support staff when bargaining begins this summer? What will faculty be offered when the academic contract ends in August 2012? 🗳️

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Rights denied

by Sylvia Ciuciura, Newsbreak Editor

In January and February of 2009, non full time teachers voted province-wide on whether or not they wanted to join a union. The ballot boxes remain unopened more than two years after the vote was conducted.

The colleges continue to use every legal means available to block the counting of the ballots. The McGuinty government refuses to intervene and order a ballot count. The Liberals have ignored a decision by the International Labour Organization (ILO) which said the government should open a consultation with OPSEU in order to uphold the democratic right

of workers to organize and participate in collective bargaining.

"The colleges and the McGuinty government are out to make this province a cheap labour zone," said OPSEU President Thomas.

At universities, high schools and grade schools, non full time teachers have chosen to join a union. Why are the college presidents and the government denying this right to non full time college teachers?



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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1st Vice-President - Paul Michaud
2nd Vice-President - vacant
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President's notes

by Orville Getz, OPSEU Local 562 President

Call for Stewards

Do you have an hour each week to participate in Local union work? The Local is asking for your help to represent your fellow faculty members as a steward in your school. Elected stewards are on the Local Executive Committee of the faculty union. Any member, including any partial load member, is eligible to stand. All elected stewards are eligible to stand for the officer positions. These steward positions would be for one year only as we will have elections in May 2012 for a new two year term for all stewards and officers. Now is the time to get involved in your union. Volunteer now for the next academic year. Contact the local office at extension 4007 or drop by to talk with us. We are located at the North campus beside the Career Centre in H 109.

Full time Faculty Numbers – Everyone's Concern ?

Elsewhere in Newsbreak (page 12), you will see a comparison of staffing numbers from fall 2009 and fall 2010. These numbers clearly show that the non full time (partial load, part time and sessional) numbers are continuing to rise dramatically compared to new full time hires. There were 1,125 non full time faculty teaching in fall 2010 versus 535 teaching full time. In other words, almost 70 per cent of fall 2010 faculty were teaching on a non full time basis.

The college's full time student numbers have grown at an astounding rate - 10 per cent each for 2009-10 and 2010-11, with a further projected increase of 10 per cent for this fall 2011.

However, the hiring of new full time faculty has fallen behind. For this year 2010-11, full time faculty hires rose by approximately 4 per cent and are projected to increase by another 3.5 per cent for fall 2011.

Are you concerned? Talk to your manager and let them know the need for full time faculty in your programs. The Local will continue our demands for more full time hires.

General Membership Meeting

A general membership meeting is being organized for Monday June 6, 11 am to 3 pm. The meeting will begin with a hot lunch in the Humber Room. The agenda will include a guest speaker who will talk about unions and the role of the union in today's society. There will also be a report on OPSEU Convention and a trustees' report on the 2010 finances of the Local. An invitation to all members will be distributed shortly.

OPSEU Convention Report

Smokey Thomas, from Region 4 in Kingston, was again elected President of OPSEU for a third two year term. He received 70 per cent of the vote to defeat our Region 5 VP Nancy Pridham. Eddy Almeida from Region 2 in Hamilton won the Treasurer's election by a narrow 10 vote margin over Jamie Tocher from Region 7 in Thunder Bay. The new Executive Board will be working hard for CAAT over the next two year term as the Support Staff Collective Agreement expires this August and the Faculty Collective Agreement expires August 31, 2012. We will be holding our demand setting meeting and electing our bargaining team this fall. 🇩🇪

Unions and mass media

by John Steckley, Professor, School of Liberal Arts & Science

In chapter two of sociologist and public intellectual C. Wright Mills' *New Men of Power: America's Labor Leaders*, originally published in 1948, he discussed what he termed the "Mass Public's View", what we might be inclined to call the mass media view today. There are five key points he makes that we would argue are still true today, although television and other media have been added to the mix:

Point One – Any Union News is Bad Union News (or No Union News is Good News)

The mass media are not kind to the labour unions or labour leaders. As a general rule, they ignore the peaceful and stable features of the union world while reporting in detail the deadlocks, the strikes, and the seizures. Violence is the meat and gravy of labour news; labour peace is seldom part of that news, unless the media have first created the expectation of violence that didn't come off. The media tend to report those labour actions which seemingly indicate great and irresponsible power on the part of unions and the labour leaders rather than any constructive work they may do. (Mills 2001:32)

Point Two – The Opposition is Varied but Supportive is Singular

Mills makes the point here (Mills 2001:33) that media quotations that are anti-labour come from a diverse background of people, government officials, business leaders, and often anonymous 'rank-and-file' union members who oppose a particular union action, to which could be added members of the general public who might be affected by a strike. However, pro-union opinions tend to come only from union leaders or representatives,

those whom Conservative Premier of Ontario Mike Harris used to call "union bosses."

Point Three – Episodic Representation in Newspapers

Mills noted that representation of labour news in newspapers tends to be episodic, not continual. That is, there were no regular reports of union news (in labour columns or labour pages), about such things as unions helping reconstruction after Hurricane Katrina hit New Orleans, the kind of equitable practices (hiring and training minorities, and the disabled) that are generally the stuff of union newsletters. Unions only make the news when there is a strike that dramatically affects the public or accusations of corruption of big union leadership.

Mills made the point that at the time about 14,000,000 people either belonged to unions or had household members who did (Mills 2001:4), a much greater number than those who own or run businesses, and yet there were regular business columns, sections and pages. Labour in Canada and in the U.S is still without continual mainstream media coverage.

Point Four – I am Generally in Favour of Unions BUT....

Mills points out that the big daily newspapers, despite the myth of the liberal press, no matter how relatively left wing or right wing that they are, all tend to tell the same story: I am generally in favour of unions BUT...

...the union as an institution might not be such a bad thing, or it is a good thing in principle; but certain unions and a good many labour leaders have gained too much power they are using recklessly and selfishly, without

Continued on page 6

Chief Steward's report

by Audrey Taves, OPSEU Local 562 Chief Steward



Grievances referred to Arbitration:

1. Benefits for Partial/load Faculty

A union grievance was filed regarding the process by which partial load faculty are notified of their benefits and enrolled into the benefit programs. We have not had a written response at Step 2, so this has been referred to arbitration. We remain interested in settling this grievance.

2. Partial Load Faculty – Copies of the Collective Agreement

It has become clear that partial load faculty do not routinely receive a hard copy of the Collective agreement. A union grievance was filed to rectify this. We have not had a written response at Step 2 so this has been referred to arbitration. We remain interested in settling this grievance.

3. Who is Teaching in the Physics Lab?

A union grievance was filed regarding teaching hours assigned to someone who is not a member of the bargaining unit or a part-time teacher ie. not a teacher. This was not resolved and has been referred to arbitration.

Update on the above grievance #3

At a recent meeting, the college agreed that the work was teaching and should have been assigned to a faculty member. The grievance was settled in a satisfactory manner prior to the arbitration date.

Recent Settlements at Arbitration:

1. Individual Sessional Rollover Grievance in the School of Health Sciences

This grievance was filed by a sessional faculty member who was asserting that she had met

the criteria set out in the Collective Agreement to have her sessional position converted to a full-time position.

A mutually agreeable settlement was reached, the terms of which are confidential and cannot be disclosed.

2. Health Sciences Staffing Grievances

These grievances were settled through mediation with the assistance of the arbitrator. The terms of the settlement resulted in a pay increase, progression through the salary grid, some employer paid benefits, increased job security, annual percentage pay increases to match bargaining unit increases, and consideration as internal employees when applying for full-time professor positions, for all clinical teachers in the school. The teaching hour maximum for this group has also been increased. In addition, all full time faculty leaving during the period covered by the terms of the settlement will be replaced and two additional full time faculty will be hired.

Update on the above grievance

The implementation of the Memorandum of Settlement from this grievance has run into significant problems in terms of the immediate pay increases. Many of the clinical teachers have seen a drop in their pay instead of an increase, others have seen much less increase than promised. We have been working with HR to try to resolve the problems, but it appears we may need to return to the arbitrator for assistance.

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Chief Steward's report

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More Workload Referrals for Winter

SWFs:

School of Business

Issue: Accommodation

Rationale: A faculty member has referred their SWF to the CWMG stating that the workload did not address accommodation requirements for medical reasons.

Result: The CWMG could not reach an agreement on this issue. The SWF was referred to the workload arbitrator. The college sought to be represented at the workload arbitration by legal counsel As the WRA is to be an “informal discussion”, the union raised a preliminary argument that legal counsel should not be allowed. The arbitrator found that legal counsel is allowed and the WRA was adjourned in order that the union could also be represented by legal counsel.

School of Health Sciences

Issue: Request 100 per cent Essay/Project type evaluation factor

Rationale: The types of evaluation used all fit under “essay/project” type evaluation and the time needed to evaluate all of the materials actually exceeded even the time given under 100 per cent essay type, certainly exceeding the mixed factor given on the SWF.

Result: The CWMG was not able to reach a decision. The matter was referred back to the faculty member and associate dean who reached a settlement that an extra hour/wk be added to the back of the SWF for evaluation under complementary hours.

Please call ext 4007 or drop by H109 to discuss any workload related issues at any

Unions and mass media

Continued from page 4

proper regard for the effects of their actions upon our general welfare. Various papers place different weight on the several clauses of this summary, but in general, it contains the common denominator of the newspaper's handling of labour. Anti-unionism in the press is something like anti-Semitism in everyday life. The qualifications, made ostensibly for exceptional cases [The person hates this Jewish person, but not all Jewish people], effectively swallow up the abstract statement of approval. (Mills 2001:33-34)

Point Five – No Working Class Heroes

Concerning entertainment media, Mills felt that the working class hero, the active union member, was essentially invisible:

The mass media are not only purveyors of news; they are also media of popular culture. In their entertainment as in their news, they are anti-labour. In radio soap opera, in the comic strips, movies, and pulp fiction, labour leaders are almost never brought into the picture in any way. Even the factory worker is practically unknown in the dramas of popular culture. Mass culture heroes either have no stated occupation or they are professional, business, or white-collar people. By their omissions and in their whole manner of dramatizing the American scene, particularly their heavy accent upon individual effort and individual ends, the mass media are biased against the labour world, and make it appear strange and sinister. (Mills 2001:34)

Letters to the editor

**Re: Freedom of speech and Israel,
March 2011, pages 8-9**

My article “Freedom of speech, Afghanistan and Palestine” reflected George Galloway’s presentation of his ideas and his conclusions.

I reported on his analysis of the conditions in the Middle East, and so I cannot take credit either for his work or his experience.

The professors of law who wrote a response to my article should invite Mr. Galloway for an open debate, and challenge his knowledge as an international law expert.

Fahira Eston
Professor, School of Liberal Arts & Sciences

Re: Letters to the Editor section

Why don’t we have a regular letters to the editor section?

We should let faculty know we will print their comments.

I think if faculty want their names withheld for personal reasons, we should do that as long as they provide their names to the editor.

Gene Rychlewski
Professor, School of Applied Technology

Have you seen..

by Audrey Taves, OPSEU Local 562 Chief Steward

**Passing the Torch – Meeting with
Humber’s Remarkable Women**

This anthology was recently produced by HR in celebration of the 100th Anniversary of International Women’s Day. I opened this glossy, colourful book expecting to read about the many remarkable women who work “in the Canadian College sector and who play critical roles in the shaping of lives of future generations” here at Humber. I expected to see a mix of the professors, administrators, and support staff who are leaders in helping students to succeed. However, this book only

celebrates the contribution of women in **leadership positions**, that is, administrative positions, within Humber College. Surely, remarkable women leaders are found in all positions of the college?

Perhaps we need another anthology?

Note:

If you want to read the anthology, you can visit the circulation desk in the library and ask to borrow Passing the Torch – Meeting with Humber’s Remarkable Women

Wisconsin: public sector workers fight back

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

In January 2011, newly-elected Republican Governor, Scott Walker of Wisconsin, attempted to slash union collective bargaining rights to deal with the state budget deficit. His austerity measure was met by an immediate response from public sector workers, students and community members who occupied the state capitol building and rallied by the thousands, carrying slogans like ‘stop the attack on working families’ and ‘union rights are human rights’.

Walker’s bill proposed to strip workers of collective bargaining rights, require yearly union recertification, end automatic union dues collection, ban unions altogether in the state university system, and increase workers’ contributions to pension and health care costs.

In an attempt to divide and conquer, Walker exempted some public sector workers, particularly police and firefighters, from the bill. This backfired dramatically when off-duty police showed up at protests with ‘cops for labor’ signs and the head of the firefighters union vowed support to protesters.

Walker was unable to pass the bill when the fourteen Democratic state senators fled the state refusing to participate in voting and denying quorum for the bill to pass. Many celebrities, including Susan Sarandon, Michael Moore, and Jesse Jackson, attended protests and spoke in support. Wisconsin’s Green Bay Packers, recent Super Bowl Champions, publicly supported the protesters. Farmers from rural areas surrounded the capitol building with tractors and everyone from grade school children to pensioners attended jubilant rallies.

The magnificent show of solidarity and support rippled across the Midwest when other Republican politicians, attempting similar anti-union maneuvers, were met with protests in Ohio and Indiana.

Similar to McGuinty in Ontario, Walker recently gave tax breaks to corporations at the same time as telling workers to tighten their belts. Like Ontario, those tax cuts will result in a greater loss to government revenue than the savings the cuts to workers will provide. In Wisconsin, this was clearly seen as a blatant attack on ordinary workers to keep corporate pockets lined. To date, Walker has been unable to push through his austerity bill because of pressure from Wisconsin workers. Workers in the UK, Greece, and Ireland have taken similar action protesting against austerity measures. Hopefully, Ontario public sector workers can take inspiration. 🇺🇸



Remembering is self defense

by Larry Horowitz, Lakeshore Campus-at-Large Steward

The effort to discourage U.S. Republican governors from eradicating collective bargaining rights is being handled ably by protests, editorials and legal action. These actions support working men and women who constitute the endangered “middle class”, the back bone of the society.

On the other side are powerful sentiments to reduce deficits, neuter Democratic fund raising, and placate the increasingly powerful Tea Party.

Pick a team and let the games commence. Things will play out as they will with one side gaining temporary advantage until the political pendulum swings back...and then forward and then back, ad infinitum... maybe.

Of the numerous arguments I’ve heard on both sides, the one that seems most insidious in its ramifications is this one:

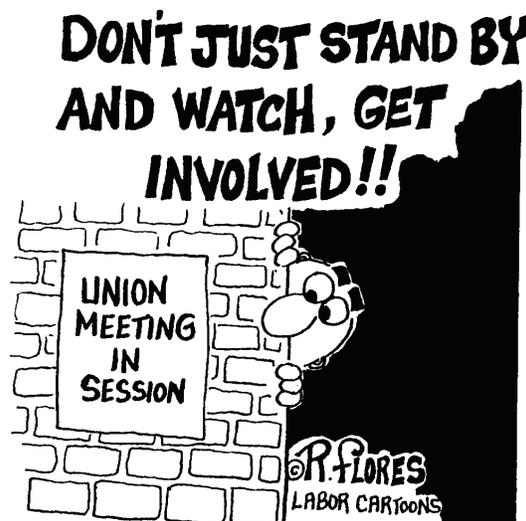
“Unions were needed at one time when workers were oppressed. But, they are not needed anymore because there are numerous protections and, society has become less abusive toward workers”.

Give me a break. The hard-won victories of the past are the very reason why the struggle must not be abandoned even one inch. The famous quote, “Those who don’t learn from history are doomed to repeat it” is vital for anyone who envisions a brighter future; not being trapped in an endless loop of battles and back-sliding.



True, in North America there are no longer tens of thousands locked in garment factories with no fire escapes or humane working conditions. But, if it was, it can be... again. Foolish are those who become complacent. Dangerous are those who forget. Certainly, the battle is still wholly unsuccessful in many other parts of the world.

The reason we need to stay on guard for the rights of workers everywhere is exactly because growing numbers of people believe it is not necessary. Pronouncements such as “it’s a different day and age” must galvanize our resolve to guard workers’ rights, not diminish them. 🚩



My visit to Cuba

by Joe Grogan, Retired steward of OPSEU Local 562

It was a very good experience and met my learning objectives while also helping to provide needed help to the Cubans. I visited many sites in the province of Granma-Marea del Portillo, Pilon, Sevilla, Bayamo, Manzanillo and Niquero, all vibrant communities in Cuba.

With the funds you provided and help provided by others here in Canada, I delivered medical supplies to the clinic in Marea del Portillo, the city of Bayamo, the clinic in the hotel and to a doctor in the countryside. I also delivered school supplies to a primary school in Marea del Portillo that I visited in June 2010.

The Cuban government has announced major changes in the Cuban economy effective immediately and continuing for five years. Over a million jobs in the public sector are being eliminated to promote the growth of the private sector, especially in agriculture. This is a huge shock for the Cuban people who for most of their work lives worked in the public sector. The Cuban government needed to make some changes because like here, there are people who take their jobs for granted and do not work for the benefit of the country. Moreover, like here we see cronyism and corruption.

Up to now, more than 50 per cent of the food consumed in Cuba by Cubans and visitors is imported. Much comes from the U.S where the producers know they are paid in cash or through other arrangements with Cuba.

Some of the "restructuring" of the Cuban economy now commencing with vigour will result in many people going back to the land and becoming independent farmers or working on collective farms. In this way, a shock to the economy and to the people will in the end produce a solution to the farm imports and make Cuba more independent and secure, thus preserving the revolution. Rice is a major part of the Cuban family's daily diet. Now, through help being provided by Vietnam, Cuba is growing more and more rice. Also, they are

growing other farm products such as corn in large quantities, while continuing to produce large quantities of sugar. Many sugar factories, over 70, had been taken out of production because the world price dropped some time ago and they had more sugar than they needed or could sell. Now, the market price for sugar has gone up substantially and those factories are likely to go back into production. In spite of hurricanes, the blockade that has existed since the 1960s, threats from crazies in Florida which are real, a bureaucracy that creeps along, problems with public transportation and most importantly, housing, the Cubans still have their dignity.

They welcome us Canadians and others with open arms. They continue to have a firm resolve to move forward, an educational system that is the best in Latin America and the Caribbean and a health care system that is still functioning.

The Castro brothers and their government still have the support of the vast majority of Cubans BUT frustrations with their situation is growing. There will NOT be a violent response to the latest challenges. While all of this is going on, Obama has made some changes to allow Americans whose families are in Cuba to now visit more frequently to bring more money there and to allow members of religious groups and persons associated with educational projects to visit Cuba. The door has opened a bit to help Cuban families, both in America and in Cuba. The problems however with Guantanamo still remain, as does the blockade BUT Obama is under pressure from corporate interests in the agribusiness to ease up because they realize Cuba is a market that needs proper service.

My sincere thanks to the Local and all others helping me in my humanitarian work. Viva la solidaridad entre la gente de Canada y Cuba! Venceremos! 🇨🇺

Up at the Board

by Franca Giacomelli, Board of Governors Faculty Representative



The lack of a Board meeting in February resulted in a very busy March meeting. This is a summary of some of the reports presented to the Board at the last meeting.

Two Graduate Certificates Approved

The Fashion Management Graduate Certificate is a three semester program that is expected to attract university graduates who want to enter the fashion industry. Studies in fashion, cosmetics and fragrance, along with an intensive 4 week job placement, will prepare graduates for positions such as retail buyers, product development managers, private label brand managers, and logistics coordinators.

The Wireless and Converged Networks Graduate Certificate is a two year program that will replace the current one year Wireless Telecommunications program. The two year program is expected to be more appealing to international students wishing to take advantage of the changes to the work visa requirements. It is expected to produce graduates that are prepared to work in the rapidly evolving world of mobile wireless technologies in positions such as network technologists and specialists, drive testers, optimization specialists and assistant planners of telecommunication systems.

Business Plan and Budgets

Being new on the Board means that this is my first time through the annual cycle of agenda items, and the business plan and budget is obviously the one that many of the Board members wait for. This item generated much discussion and questions about growth, quality and the employability of our graduates.

Humber's proposed budget shows a deficit of \$4.25 million for 2011-12.

The business plan and the budget were passed by the Board with kudos going to Planning and Development for the format and quality of the report. The Board passed the University of Guelph-Humber proposed budget 2011-12 predicting enrolment of 3,400 (10 per cent growth) and net annual revenue of \$7.17 (14 per cent increase)

Costs for Students Increase

Compulsory, non-tuition related, incidental fees, dining plans, residence, and international tuition fees will all go up at about the same rate as the cost of living. The flex component of the dining plan will now allow students to use their cards at vending machines.

Policy Changes

The Purchasing and Expense Reimbursement Policies were changed to reflect changes in The Broader Public Sector Accountability Act.

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



Academic faculty numbers fall 2009 and fall 2010

	FULL TIME		PART TIME		PARTIAL LOAD		SESSIONAL	
	Fall 2009	Fall 2010	Fall 2009	Fall 2010	Fall 2009	Fall 2010	Fall 2009	Fall 2010
College Totals	527	535	310	443	448	559	130	123
Business	75	82	45	52	82	101		
Media & Information Technology	61	62	52	84	84	98	7	2
Liberal Arts & Sciences	112	113	30	31	82	120	14	15
Creative & Performing Arts	31	32	32	51	62	65	4	4
Applied Technology	91	90	36	43	68	86	3	6
Hospitality, Recreation & Tourism	29	30	19	30	44	54	9	7
Social & Community Services	28	30	51	92	18	21	1	
Health Sciences	75	73	44	60	8	14	92	89
Librarians	7	6						
Counsellors	17	17						
Planning / Professional Dev't.	1							
Student & Corporate Services			1					

NOTE: College totals do not include the 400+ Continuing Education teachers. Included are almost 40 full time faculty presently on various types of leaves.

FULL TIME STUDENT NUMBERS: increased by more than 10 per cent from 2009/2010 to 2010/2011. The college is projecting a further 10 per cent increase in 2011/2012 (from 20,000 to 22,000 full time students).