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# ◆ THE LOCAL ◆

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OPSEU Local 560 at Seneca College

May, 2014

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## Why We May Need a Strike Vote

Larry Olivo, Chief Steward

**O**n June 2, the negotiations will begin for the new contract to take effect on September 1, 2014. Although we don't know yet what position management will be taking, or how it would be affected if Tim Hudak is actually elected on June 12, they are unlikely to simply give us anything that we want, without hard-nosed bargaining.

For the past 4 years, we have patiently endured contracts with no gains. Our salaries have been frozen, and our work has been ever more controlled by managers who know little or nothing about ensuring quality education at the colleges. In the bargaining surveys the members have been much clearer and more focused on what they want in this round of bargaining: academic freedom, job security for Partial-Load and Full-Time faculty, and a salary increase that will stop the erosion of our position as midway between high school teachers and university professors.

**How do we get there?** Since the change to the new Colleges Collective Bargaining Act, it is clear that it won't be easy. In particular, by giving us the same bargaining procedures as industrial unions have, the government has clearly made the bargaining process more difficult for us than it was under the old act. This became clear in 2010 when the college, during bargaining, simply imposed working conditions on us until a contract was reached, and we had no way of stopping them.

**Can we prevent this from happening again?** Other unions operating under these labour relations rules have developed a strategy that we need to look at to cope with the aggressive and unfair pressure tactics that were used against us in

2010. Those unions ask for and get a strike vote before management is able to impose Terms and Conditions following the expiry of the Collective Agreement. The purpose of this move is not to call a strike, but to give your negotiators a strong bargaining position going into negotiations, to arm them against the use of management strongarm tactics and thuggery such as imposing terms, as they did in 2010. A management bargaining team that knows our team has a strike mandate will be deterred from using such tactics. It doesn't mean we will have a strike. Instead, it is some insurance that we will be able to bargain from strength through to a collective agreement that we can live

*(Continued on page 2)*

### **DATES TO NOTE**

#### **General Membership Meeting and Elections**

**Tuesday, May 20, 5:30 pm**

Zion Cultural Hall, next to Skymark Plaza

Agenda: Strike Vote Update, Officer Elections, Partial Load Benefits Update, Bargaining Update

#### **Working Together BBQ— "Wear OPSEU Blue" Day**

**Thursday, May 22, 12-2 pm**

Outside the Flint and Feather Employee Lounge (Room D1084) Newnham  
Solidarity event with Local 561 (CAAT-S)

#### **Solidarity Sunshade Distribution**

All Campuses—**June 2** which is start of bargaining

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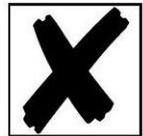
with, and not one imposed on us under threat. When the bargaining team asks for your support in the form of a strike mandate, support them by delivering the strongest possible expression of your interest in getting a suitable contract. Give the bargaining team a solid strike vote.

Another trick used to suppress member action and confuse the issue is the wording of the strike ballot. The ballot reads:

“I am in favour of a strike.  Yes  No”

No one EVER *wants* to go out on strike. Management is counting on members interpreting the ballot wording as saying yes, we want to strike right now. That is not what a Yes vote does.

**VOTE YES**

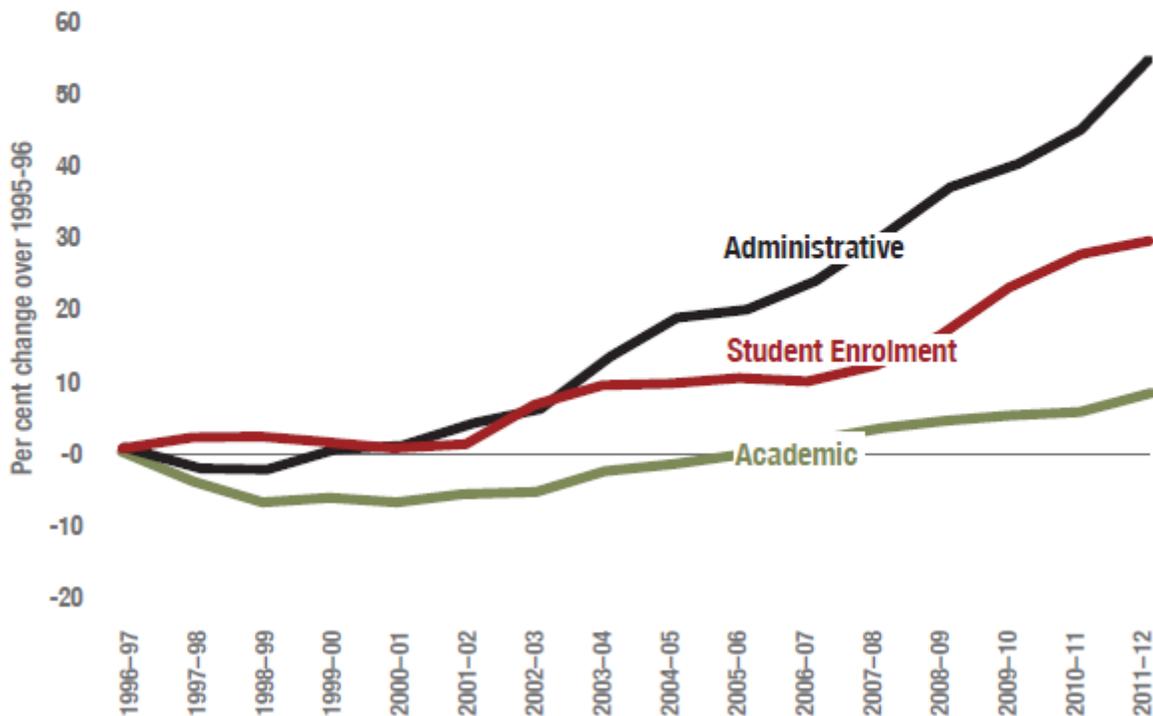


A Yes vote tells management in no uncertain terms that you are prepared to stand firm on your expectations of a good and fair contract. It says very clearly that they must bargain in good faith and that you support the bargaining team. It communicates strongly to management that we will not be jacked around by their fear mongering or stand for an imposition of terms that make us lose more ground than we already have.

When it comes time for a strike vote, check **YES**.

Between 1988/89 and 2004/05, full-time student enrolment increased by 53%, while full-time faculty decreased by 22%.<sup>119</sup>

**Changes in full-time college staff and full-time student enrolment**  
(Indexed to 1996-97)



For the complete Report on Education in Ontario Colleges, see <http://opseu560.org/qualed/>

## Your WMG Representatives

If you have any questions about your workload or SWF, you should feel free to contact any Local 560 steward. In addition, the four union representatives on the Workload Monitoring Group can provide expert 'insider' advice. The current members are:

**Larry Olivo:** 491-5050, Ext. 22814  
lolivo@sympatico.ca

**Paul Matson:** 491-5050, Ext. 22434  
pmatson@opseu560.org

**Jonathan Singer:** 491-5050, Ext. 26010  
jsinger@opseu560.org

**Daria Magas-Zamaria** 491-5050, Ext. 33281  
dariazamaria@gmail.com

### If you are a teacher who does not have a 4-year university degree, this is for you:

Teachers without a 4-year university degree cannot progress to the top step and the top salary. Depending on qualifications, you may top off at step 16, 17, 18 or 19. That's a minimum loss of \$5393 to \$13486 annually! This has a significant impact on lifetime earnings, and on pension.

But there is a way to get to the top step. As you get near to your current top step, you can enrol in the In-Service Teacher Training Program, a part-time program that will, if you complete the program, give you access to the maximum salary steps. If you have more than 15 years of service when you enrol you will immediately progress one step on enrolment— that's \$2696 annually.

For more information contact the local at [union@opseu560.org](mailto:union@opseu560.org), or go to the OPSEU central website link to the In-Service Teacher Training Program at [http://www.opseu.org/caat/caat\\_ac/training.htm](http://www.opseu.org/caat/caat_ac/training.htm)

Have a great summer,  
whether you're on vacation,  
teaching, on professional  
development, or just  
chilling!



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<http://www.twitter.com/OPSEU560>



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We welcome submissions and correspondence, which should be sent to Barbara Paterson, Secretary, OPSEU Local 560, at Newnham Campus or at 2942 Finch Avenue East, Suite 119, Scarborough, Ontario, M1W 2T4, or by fax to (416) 495-7573, or by e-mail to [union@opseu560.org](mailto:union@opseu560.org) Call us at (416) 495-1599 or visit the Local 560 Web Site at: <http://opseu560.org>



## 30 Years AFTER 1984...

**T**he premise of George Orwell's famous novel *1984* was that in some future reality Big Brother would be watching your every move and regimenting all aspects of your life. Many thought computers would be the instruments that ushered in such a restrictive existence.

However, Human/Computer Interaction experts of today endeavour to ensure systems adapt to people, not force people adapt to systems.

That object lesson is evident when new technology is implemented in a large organization such as Seneca College. Without due attention to how things will change, it is too easy to make hundreds of people adjust to one system instead of the system making life easier for the people.

### i3 Sick Time Computing

The launch of i3 on April 7 introduced a Timesheet and Absence reporting to everyone's desktop. While this is probably very useful for support staff and contract employees who need to report hours worked or unscheduled absences, it doesn't work for faculty.

According to the new system, FT faculty who are sick for a day have 8.8 hrs of sick time removed from the bank of accumulated sick days. The system calculates this based on the maximum SWF of 44 hrs. If you happen to have 42.5 hrs assigned on your SWF, then arguably it should be 8.5 hrs, and if it is someone on overtime, it would be more.

However, when faculty take a day off sick usually all they miss is the class time. That's far less than 8.8 hours. In most cases faculty off sick are still putting material into Blackboard, emailing students, answering questions and providing information via email, working on additional materials like handouts, even creating audio or

video to help make up for the absence, scheduling a make-up class, and so on.

They may be coughing and hacking over their keyboards, and it's probably later that evening when they feel up to doing it, but they get the work done. Therefore a deduction of a full 8.8 hours of sick time for one missed day of class is wrong.

We're addressing this with the college. Stand by for further instructions.

Sun Life benefits contributions are now taken out of your pay, not divided evenly across the 2 pays per month but in one lump sum at the end of the month. This is annoying to anyone getting a paycheque. Other companies, with less costly and "sophisticated" systems can manage to divide up a couple of hundred dollars worth of benefits into equal deductions each pay.

i3 is supposed to be delivering improvements. So far, we haven't seen many.

What else can we expect from a computer system that apparently cannot divide by 2?

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01 those who don't. 001
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## Meet Your 2014-2016 Stewards

Newnham-Faculty of Business [including SELS]: 10 stewards

**J. Singer, Bibi John, LeRoy Da Costa, Larry Olivo, Barb Paterson, Margo Burtch, Tony Golem, Floyd Sutherland, Anu Goel, Lokhrajie Persaud**

Newnham-Technology 6 stewards

**Paul Matson, David Finlay, Ali Abedini, John Kawenka**

Newnham-Library/Counselling 2 stewards

Newnham-SCA-Fashion 2 stewards

Newnham-ELI 2 stewards

S@Y-SCA 2 stewards

**Daria Magas-Zamaria**

S@Y-SSW 2 stewards

**Tim Ayerst**

S@Y-SELS/LAT 4 stewards

**Beth Agnew, Adam Phillips**

S@Y-COMPUTER 3 stewards

S@Y-BIO CHEM 2 stewards

**Mike Gadsden, Drew Collop**

King-at large 4 stewards

**Howard Doughty, Frank Yee**

Jane-at large 2 stewards

**Malcolm Archer, Romel Cipriani**

Yorkgate/Vaughan 2 stewards

**Sorina Zota**

Peterborough 2 stewards

**Dan Copeland, Ed Pasquale**

Vacancies will be filled at the earliest opportunity.

The term for these stewards begins September 1.

<http://opseu560.org/directory-of-stewards/>

## Cafeteria College

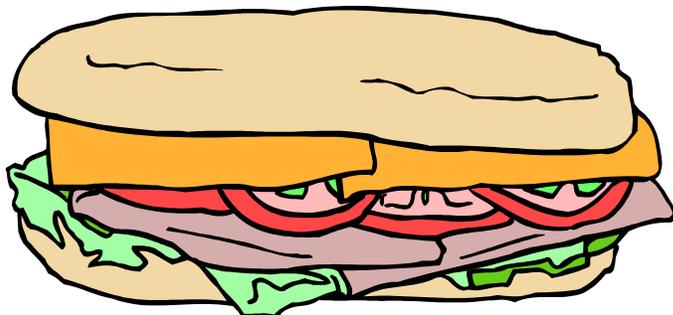
We've been concerned about the trend of the college toward serving up only what is to students' tastes. This is taking many forms, from administrators adjusting final grades to considering a range of "Choose Your Own Experience" courses.

With an increased focus on retention and graduation rates, we anticipate more changes that will cater to students in ways that do not necessarily contribute to a healthy, quality education. As experts in student success, faculty are in the best position to determine what feeds students the most nourishing combination of learning experiences to fit them for employment upon graduation.

Food service areas in all companies (not just schools) typically have been placed in areas away from work areas and office spaces. There are many reasons for this: fire and safety hazards, health regulations, obstruction of traffic flow in hallways, and distractions to workers caused by food smells.

At Seneca, we've already had a couple of cases where strong food aromas have triggered allergies and sensitivities such that the individual has been made ill. With no likelihood of the food outlet being removed, medical accommodations have been the only option.

Yet the college decides to add additional food service kiosks to areas that should be devoted to the job at hand. Perhaps a snack food style education is also on the menu.



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