

The Attack on Partial Load Faculty

College management has made no formal announcement of its intentions to eliminate as many partial load faculty as possible, but we have heard that claim from several sources, including managers (as passed along by members).

We are appalled by this move to eliminate experienced and dedicated Partial Load faculty from the college. Supposedly this is a cost-cutting measure, but we see it equally as a means to reduce the effectiveness of the union. As we pointed out in a recent Local Express, this change has nothing to do with the union's settling a long-standing grievance to create 28 full time positions, despite what some Chairs have indicated. This round of bargaining, and our past efforts, have always been to create more job security for Partial-Load faculty, something management has perennially resisted. Now they've discovered a new tactic and we are fighting it with all the means at our disposal.

We're acutely aware of the harm that this plan will inflict upon faculty, the Union, our students' education, and — in the long run — the College's quality and reputation.

The students will be subjected to part time staff who, for all their dedication to their courses, must still work elsewhere in order to make a living. The reality for our current and future part-timers is they are not paid for spending extra time with students, creating supplemental learning materials, or being available at times that suit students' schedules. Continuity of courses, collaboration with other faculty, and teaching relationships with students will all suffer. Our departments will be the poorer for not having the input and



**SETTLEMENT OFFER VOTE
TUESDAY, SEPTEMBER 23, 2014
SEE OPSEU560.ORG FOR TIMES AND
LOCATIONS
IF YOU ARE PARTIAL LOAD AND NOT ON THE
VOTERS LIST, PLEASE BE PREPARED TO SHOW A
TIMETABLE OR HIRE DOCUMENT TO CONFIRM
YOUR ELIGIBILITY.**

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What is Partial Load?

A partial-load employee is defined as a teacher who teaches more than six and up to and including 12 hours per week on a regular basis.

Partial-Load employees are often called the “silent majority” in our colleges. The number of P/L faculty have increased, and in some colleges make up the bulk of the teachers in any semester.

Partial-load faculty receive contracts on a semester-by-semester basis; they never know from one teaching period to the next if they will get another contract.

They fear that if they speak up about anything they may not get another contract, with no explanation given. Some P/L faculty have been teaching that way for decades.



collegiality of loyal Partial-Load faculty, many of whom have been with us for more than a decade.

With the current heavy focus on graduation rates and retention, we fail to see how a strategy of staffing the college with part timers will help us achieve those objectives. Things might look good on paper when the bean counters get done with their hatchet job, but the results will show up in the lives of the students, and that just isn't acceptable.

	PART TIME	PARTIAL LOAD	SESSIONAL
Workload	Less than 6 hours per week	7 to 12 hours per week	13 or more hours per week
Benefits	✗	✓	✗
Job Security	✗	✗	✗
Member of Bargaining Unit	✗	✓	✗
SWF issued	✗	✗	✗
Notes	Paid only for teaching contact hours	Paid only for teaching contact hours	Paid hourly or weekly Max 12 months in a 24-month period

The LOCAL is a publication of OPSEU Local 560, the faculty union of Seneca College. Please feel free to copy any original material with appropriate credit. Send submissions and correspondence to Barbara Paterson, Secretary, OPSEU Local 560, at Newnham Campus, or at 2942 Finch Avenue East, Suite 115A, Scarborough, ON, M1W 2T4. Fax: 416-495-7573, e-mail union@opseu560.org. Call us at 416-495-1599 or visit the Local 560 web site at <http://opseu560.org>



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Grievance Roundup

by Larry Olivo, Chief Steward

As the management of the college grows more remote and disconnected from its employees and the work that they do, and as the college bureaucrats focus yet again on doing everything but their own salaries on the cheap, our grievance rate — once one of the lowest in the college system — has begun to rise. Here is the current lineup.

College interference with vacation scheduling. Vacations under article 11.03 are to be in July and August, unless college operations require other scheduling. In that case vacations are scheduled by rotation or on consent. This is why most areas of the college have a rotation where faculty teach in July /August every fourth year. The Dean at King decided to unilaterally change the rotation and arbitrarily assigned vacation to some faculty. This was grieved and the grievance is now proceeding to arbitration, with a request for compensation for the damage caused by the capricious and arbitrary managerial behaviour.

College failure to hold grievance step meetings. Having created a mess in the teaching rotation at King, the Chair and Dean then proceeded to fail to schedule a grievance meeting to discuss and try to resolve the matter. That failure has been referred to arbitration.

College failure to pay mandatory professional fees. In some programs, the college or an outside accreditation body requires faculty teaching in a program to maintain a professional licence at their own expense as a condition of teaching. This is properly an operating expense of the college, and faculty should not have to pay licence fees to do their job for the college, any more than they should be required to pay the hydro bill to light their classrooms. Durham college sees the logic of this and now pays these fees. But Seneca refuses to budge. So far the union has identified lawyers teaching in the Paralegal program, and nurses teaching in the Nursing programs, as required to be licenced. The union has grieved this and sent it to arbitration.

9 grievances or pending grievances and workload complaints on College failure to reasonably accommodate faculty based on religious or family status needs. Under human rights legislation and our collective agreement the college is required to accommodate faculty under recognized human rights grounds short of undue hardship for

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NEED HELP?

Contact your Executive or
a Steward in your area

President
Jonathan Singer

Chief Steward
Larry Olivo

Vice President
Frank Yee

V.P. Equity &
Communications
Beth Agnew

Health & Safety Officer
Margo Burtch

Secretary
Barb Paterson

Treasurer
Dave Finlay



The change to a computer-based scheduling system has resulted in family accommodation and religious accommodation needs being completely ignored.



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the college. Accommodation issues have arisen in two areas. The first is the move of the Aviation Programs to Peterborough causing great disruption for 5 faculty with family situations that prevented them from moving. They offered to work a compressed work week, staying over in Peterborough at their own expense. For months college managers played pass the buck, until we finally grieved and also filed Workload complaints since SWFs in this area bear little relation to the actual work of faculty. That got the college's attention, and hopefully we will be able to resolve this matter soon, but if not we will proceed both with the grievances and the workload complaint. We are currently working to try to resolve these grievances short of arbitration.

The other area involves faculty at Seneca@York, where migration to a computer-based scheduling system has resulted in family accommodation and religious accommodation needs being completely ignored, with devastating impact on some faculty. Previously a scheduler was able to resolve these accommodation problems but now the college accommodates its new computer system. These have been grieved, and been sent to workload arbitration, or are pending while we try to negotiate an acceptable outcome, which we have not been able to do as the college consider accommodation of its computer system more important than accommodation of faculty.

Bullying and harassment in the workplace: There is a least one grievance filed and several more pending involving several work areas. As the matters are currently at the formal grievance discussion stage or are under investigation by the college following the filing of a complaint, they are subject to a publication ban at this time. However, the behaviours complained of in two of these cases have apparently gone on for some time, and the union is concerned that managers knew or ought to have known, but resorted to the old Seneca solutions of shoving the business under the carpet.

Failure to appoint fulltime faculty as coordinators: We discovered the college using contract faculty for coordinators in a number of areas. The arbitrator ruled recently that while the language in the Collective Agreement was not clear, in his view the college had to at least make a real effort to use fulltime faculty coordinators before they turned elsewhere, and they had not done so. We will be working with the college to see if we can develop a protocol for hiring coordinators, looking first at full time faculty.

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HEY KIDS, GET A COOL AWARD!

Want to know how to nominate yourself as Best Employer in Greater Toronto?

It's easy, just turn on your computer and click on : <http://www.canadastop100.com/toronto/>. Then, just fill in your personal information, and tell them in the box how wonderful you are as an employer. Then they issue you the award.

No need to consult actual employees about their views.

Certainly no need to talk to the officers or members of some pesky labour union.

No need to have an expert independent assessor come to nosing around to see if there is any truth to your claims.

FYI there are many awards that are given on the basis of self nomination, with no proof required.

College manipulation of partial load benefits sign up: The Collective Agreement requires the college to enroll partial load employees for certain benefits, unless the employee asks to be excluded. The college's new computer system now requires employees to actively sign up, and will not cover them until they do. In the rush to start semesters, this could easily be overlooked and do real harm to a partial load faculty member. We have grieved and this issue is on its way to arbitration.

College use of non-teaching staff to perform teaching work in field placement programs: We are currently working with full time faculty in Early Childhood Education, Social Service Worker, and Nursing to pursue the college in its attempts to create new job categories that fit neither the support nor faculty bargaining units, and which appear to be carrying out bargaining unit functions. These program areas, unlike some field placement programs, involve constant teaching and interaction with field students. We have several grievances in process to challenge these changes. In some areas, faculty previously doing these jobs would be doing them for 30% of their former pay with no benefits. Three grievances have been filed.

“Most of what we call management consists of making it difficult for people to get their work done.”
— Peter Drucker

OPSEU Marchers on Labour Day in Toronto, Sep 2014



The Back Page

Book Review by Howard Doughty, Steward, King Campus

Thomas Piketty, *Capital in the Twenty-first Century* (Cambridge, MA: Harvard University Press, 2014).

At least since about 1970 which (not coincidentally) was when middle-class salaries began to flat-line and executives' incomes took off to obscene heights, the Western world has been besotted with the ideology of "neoliberalism," an economic doctrine that favours value being set by so-called "market forces," privileges corporate interests over public investment and employment, and relentlessly attacks trade unions and working people of all sorts.

All this (not to mention the Wall Street melt-down) is the legacy of people such as Margaret Thatcher, Ronald Reagan and our own Brian Mulroney—Mr. Harper being (we may hope) merely among the dregs of this dangerous and destructive ideology.

Even though neoliberalism is increasingly discredited by thoughtful people, one of its main myths remains. Social class, we are told, is an illusion. We are a society of self-interested individuals in ruthless competition with each other. So, notions of solidarity with people like ourselves are contemptuously dismissed as naive or, worse, subversive.

Enter Thomas Piketty, an unlikely bearer of good/bad news, depending on your (dare I say it?) social class. Piketty is a French economist who burst upon the best-seller lists earlier this year with a book entitled *Capital in the Twenty-first Century*—a title skillfully intended to remind us of Karl Marx's *Das Kapital* and to imply that it's an analysis of capital and social class brought up-to-date.

Piketty isn't as profound as Marx. He is a lot more focused and a lot less ambitious—no revolutionary pretenses for him! Still, he makes important points in his meticulously researched volume. Here are some of them:

- we don't live in a free market society;
- our economy is dominated by a small fraction of the infamous "1%";
- the resources owned by the extremely rich ("capital") increasingly exceed the "incomes" earned by everyone else—not just the poor and the working classes, but *everyone* including college teachers.

That means not just that there's a gap between the rich and the rest, but it's growing and continues to grow—probably an unsustainable trend in the short term and certainly unsustainable in the long run.

Unlike Marx, Piketty neither predicts nor endorses a revolution (communist or otherwise), but he's smart enough to know that *something* has to happen—either redemption or collapse. He has some ideas too. Nobody in charge of any major corporation, provincial or federal government or postsecondary educational institution will want us to take Piketty's diagnosis or therapy seriously, of course. They're in deep denial about the economy, the environment and almost everything else.

Still, this book is well worth reading. It helps explain why multi-billionaire Warren Buffett (one of the few semi-honest beneficiaries of the "new gilded age") could say this: "Of course, there's a class war, and my class won!"

It opens a worthwhile conversation about how to alter our social relationships fundamentally, if not in our own interests then in those of our children and our children's children. Current leadership has failed us far too often.