

GENERAL MEMBERSHIP MEETING

FEBRUARY 4, 2015

Part-Time and Sessional Faculty are invited to attend as guests, particularly if you were formerly Partial-Load Faculty.

Location: TownePlace Suites Toronto Northeast/Markham (formerly the Holiday Inn), Woodbine Ave, just north of Steeles. 7095 Woodbine Ave, Markham, ON L3R 1A3

Directions: <http://tinyurl.com/kogyxpg>

Refreshments at 5:30, meeting begins at 6:00 p.m.

AGENDA

1. 2015 Budget Approval
2. Partial-Load Update and Activism discussion
3. Local 560 Branding
4. Understanding SWF Evaluation Factors

Free parking, childcare and eldercare reimbursement, refreshments.



In This Issue...

<i>Meeting</i>	<i>1</i>
<i>OSSTF Editorial.....</i>	<i>2</i>
<i>Seneca's Silence</i>	<i>3</i>
<i>Accurate SWFs</i>	<i>4</i>
<i>Doesn't Add Up</i>	<i>5</i>
<i>Bad Jobs.....</i>	<i>8</i>

ONTARIO SECONDARY SCHOOL TEACHERS' FEDERATION DECLARES SOLIDARITY AND REPORTS ON "THE SENECA EFFECT"

Paul Kossta, Legislative Observer with the OSSTF/FEESO, kindly forwarded to us notice of an editorial in the latest publication of OSSTF/FEESO's UPDATE issue. This issue was forwarded to their 60,000 members at their worksites. The title? "The Seneca Effect: When Good Teaching Jobs Turn Bad".

The editorial notes that the increase in precarious employment is becoming common in the education sector.

We quote in part:

"This increasing reliance on part-time instructors at universities and colleges amounts to nothing less than the emergence of a new business model in the world of education. And every time an institution is successful in implementing that kind of model, it moves us ever closer to a new normal in which the qualifications and experience of seasoned teaching professionals provide no guarantee of secure, stable employment. It's a model made possible by our continuing slide toward a high-unemployment, low-wage economy, and while it might currently be mostly limited to post-secondary institutions, we can't assume that the public education system in Ontario will always be immune. It may not yet be time to sound the alarms, but if Seneca College succeeds in migrating good, secure jobs into the realm of precarious work, and if other colleges follow suit, we should all be on high alert. "

For the entire publication, see <http://tinyurl.com/qxb9tfc>

Sign the Partial Load Faculty Petition at <http://tiny.cc/4ha1nx>



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>



[facebook.com/opseu560](https://www.facebook.com/opseu560)



twitter.com/OPSEU560



SILENCE SPEAKS VOLUMES

by Larry Olivo, Chief Steward

Hardly a day goes by, that the Seneca PR machine isn't cranking out joyous news about how wonderful it is....except when someone asks a pointed question that requires a straight and truthful answer. Want an example?

You won't have to go far to find one. Recently, Jonathan Singer sent a Freedom of Information request to the college asking for copies of all emails and other documents touching upon the use of partial load and other contract faculty sent or received by Academic VP Joy McKinnon, together with copies of similar documentation between the college management and the Board of Governors.

President Agnew had a go at rationalizing their decision in his public written comments to Larry Olivo and Jonathan Singer, but provided no real evidence to support various justifications given, so we asked to see the evidence.

On January 6th, we got our answer. Or rather, we didn't. Suddenly the PR machine, that great propaganda pump, fell silent...diving for refuge into the exceptions to the requirements in the *Freedom of Information Act* so that they do not have to reveal the truth about the basis for the decision to reduce the number of partial load faculty.

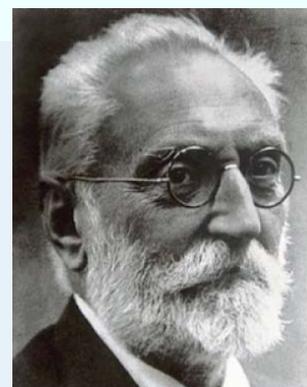
Pumping out self congratulatory bull-roar? that they can do.

Telling the truth about how they treat their employees? Silence.

"Without transparency, partnerships are subject to failure due to the lack of openness and trust among partners in the governance process." (Farazmand, "Building Partnerships for Sound Governance", 2004)

"At times to be silent is to lie. You will win because you have enough brute force. But you will not convince. For to convince you need to persuade. And in order to persuade you would need what you lack: Reason and Right."

— Miguel de Unamuno



Educator Miguel de Unamuno y Jugo was an outspoken and influential Spanish essayist, novelist, poet, playwright and philosopher. He served as rector of the University of Salamanca from 1900 to 1924 and 1930 to 1936, during a time of great social and political upheaval in Spain.

* * *

Who's Worth It?

Some surprising salary comparisons, 2013/2014:

Barack Obama, U.S. President: \$400,000 plus \$169,000 for expenses

David Agnew, Seneca College President: \$396,000

Meric Gertler, U of T President: \$351,000

Stephen Harper, Prime Minister of Canada: \$296,400

Kathleen Wynne, Premier of Ontario: \$208,974



Computer Security

Due to recent hacking of the My Seneca system by some students, the union has again asked IT to beef up its security to provide increased protection for our personal data which can be accessed via the i3 portal.

In the meantime, take extra care when entering your password in the classroom, make it a robust password, and never write it down.

You may also request HR remove your personal information from the online system to guard against identity theft.

DON'T BE LEFT IN THE DARK



Accurate SWFs, Accurate Work

The Union maintains that, according to the Collective Agreement, Full-Time faculty are obliged only to do work itemized on their SWF, and that Partial-Load and Part-Time faculty are hired only to teach courses and generally may not be assigned to do work outside of teaching their assigned courses.

If you are told to go to meetings, do program reviews or other non teaching work during a SWF period, it must be recorded on an hour for hour basis on the back of the SWF under complementary functions.

Accurate records of what faculty are asked to do helps us determine where our labour is needed. To ensure that the College continues to enough hire Full-Time faculty to meet its needs, Local 560 recommends that all Full-Time faculty politely refuse to do work not listed on their SWF.

To better understand your SWF, come to the Membership Meeting on Feb 4.

Editorial

by "Thomas Tumble"

Seneca Finances: Agnew's Complaints about his Reduced Funding Don't Add Up

President Agnew's common refrain is that shrinking government funding and increased costs require drastic actions. But we find it difficult to balance the college's \$353 million of revenue in 2014 with the need to harshly reduce partial load faculty teaching hours (Seneca College). In 2014, with one simple action, the Seneca administration has made severe cuts to the compensation of partial load professors. Many partial load professors are now limited to a maximum of 6 hours per semester, from a previous limit of 12 hours. What is the result? A demotion of partial load professors to the status of part time educators. By this action, the administration has:

- Reduced salaries by giving fewer hours of teaching to each professor.
- Reduced the rate of pay of partial load professors by reclassifying them as part time professors and paying them at a much lower rate.
- Eliminated the benefits they had as partial load professors.
- Eliminated professors, unilaterally, from union membership which requires partial load status.
- Prevented professors from claiming unemployment insurance because of too few hours worked.

The consequences for the demoted partial load professors are traumatic. Many of those who are single parents are immediately finding that they can no longer make ends meet, others will struggle along to eventual bankruptcy, and some will find themselves on the street. Professors who are already part time, some of whom teach only 3 hours per semester, need other jobs to make ends meet. There are further consequences. Impoverished professors that are running from job to job cannot devote themselves fully to teaching and the poorer quality of education that results will have a major impact on students.

Some 140 partial load professors are at risk of being demoted in the January 2015 term. Besides the partial load professors at Seneca College, there are large numbers of them throughout the college system of Ontario. According to the Canadian College and University Casualization Index, in 2013-2014, there were 4,314 partial load professors in the college system (CCUCI). If all the college presidents demote their partial load

(Continued on page 6)

(Continued from page 5)

professors, we would end up with zero partial load professors and some 15,000 part time professors living from hand to mouth.

The salient question here is whether all this suffering is necessary. Let's look at the facts. According to the Seneca Consolidated Statement of Operations Year ended March 31, 2014, the administration did not need to cut partial load compensation because it had greater revenues than the year before (Seneca). The college's revenues for the fiscal year 2013-2014 were \$353 million as opposed to revenues in 2012-2013 which were \$334 million. In 2013-2014, when partial load salaries and benefits were cut, Seneca had an increase in revenue of some \$19 million dollars. There are further reasons for why partial load compensation did not need to be cut. The administration made costly purchases of the i3 software which has yet to prove itself and did infrastructure spending which does not directly improve the quality of education. Some of these funds could have gone to better compensate partial load professors.

In contrast to partial load faculty pay cuts, compensation of executive administrators has been extremely generous in comparison to the value they bring. It is the professors who do the essential work of educating the students not the administrators. However, the document, Disclosure for 2013 under the Public Sector Salary Disclosure Act, 1996 (The Sunshine List) reveals some telling facts. The top ten most highly paid positions in 2013 were all administrative positions.

David Agnew	\$396,172.95
Cindy Dundon Hazell	\$286,386.77
Daniel Atlin	\$245,611.20
Elizabeth Joy Mckinnon	\$235,342.28
Amy Tong	\$226,799.92
Roy Hart	\$178,774.98
Susan A. Zimmerman	\$176,686.74
Henry Decock	\$175,136.06
Laurel Schollen	\$173,345.92
Robert Dacosta	\$171,359.94

Perhaps the most disturbing fact is the compensation of the President himself. In 2013, he earned some \$396,000. A professor teaching the maximum of 6 hours each semester earns about \$18,000 per academic year. The President's compensation is 22 times what this professor can possibly earn.

Even more shocking is the fact that President Agnew, the president of a mere college, accepted compensation that was greater than that of Meric Gertler, President of the University of Toronto, one of the most prestigious universities in the world. Gertler made \$ 352,000; that's \$44,000 less than President Agnew.

(Continued on page 7)

These facts call into serious question the judgment of President Agnew and his administrators. Why did the administration cut the compensation and benefits of some of the most vulnerable professors at a time of increasing revenues? Why are administrators so generously compensated? What quality of professors does the administration hope to attract if it offers them less than the living wage? How does the administration hope to improve Seneca and enhance its reputation by implementing governance that is so rigid and simplistically stratified that it resembles a caste system of labour?

The numbers tell a different story than we've been getting from President Agnew. His excuses for slashing partial load positions just don't add up.

Sources

CCUCLI. Canadian College and University Casualization Index. Canadian Colleges and Universities Casualization of Labour Index. 2014 Web. December 11, 2014.

Ontario Ministry of Finance. Disclosure for 2013 under the Public Sector Salary Disclosure Act, 1996. Ontario Ministry of Finance. 2014. Web January 9, 2015.

Seneca College. Seneca Consolidated Statement of Operations Year ended March 31, 2014. Seneca College. 2014 Web. January 9, 2015.



The Back Page

used with permission from CALM.ca

BAD JOBS ARE MAKING US SICK

The rise of insecure and precarious jobs—such as temporary and part-time work—is having damaging impacts on the health of all Canadians. Let us join forces to stop the rise of these bad jobs, starting from our workplaces—**Good Jobs = Good Health!**

RISE OF PRECARIOUS, INSECURE WORK

Temporary jobs increasing 3x faster than permanent jobs



1 in 7 Canadian wage workers (2 million) are in temp jobs



increase in Temp Help Agencies within Canada from 1993 to 2008

Part-time work on the rise



1 in 5 Canadian wage workers (3.3 million) are in part-time jobs



1 in 3 part-time workers prefer working full-time

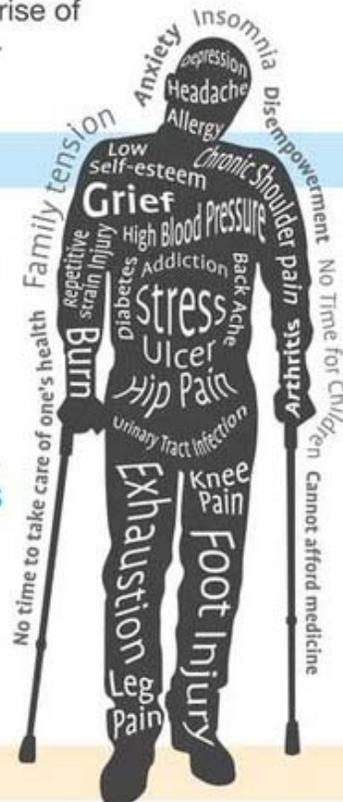
INSECURE JOBS = LOW WAGES AND LACK HEALTH BENEFITS



Temporary workers earn about 64% less than permanent workers in terms of average weekly wages within Canada



1 in 6 (about 17%) of precariously employed workers in Canada have extended health/dental insurance, compared to 1 in 2 (about 50%) for those who have full-time or permanent jobs



HARMFUL HEALTH EFFECTS OF PRECARIOUS JOBS



40% increased risk of coronary heart disease



2.5x more likely to have fatal occupational injuries



3x more likely to rate their health as less than good



3x risk of heart attack and 4x risk of diabetes from working more than an 11 hour shift



2x more likely to suffer from diabetes



4x more likely to visit dentist only in emergency

FIVE STEPS TOWARDS GOOD JOBS

1 STOP THE RISE OF INSECURE JOBS by limiting temporary, part-time jobs to less than 5% of your workforce (as recommended by International Labour Organization).

2 PROMOTE WELLBEING of temporary, part-time employees by offering them fair wages and health/extended benefits.

3 PROTECT temporary, part-time employees by adopting higher than minimum compliance of employment standards and occupational health policies.

4 PROMOTE PATHWAYS TO STABLE EMPLOYMENT for temporary, part-time employees by offering them training and networking opportunities.

5 SCREEN FOR, ADJUST RISK AND ADDRESS harmful health impacts from insecure jobs within primary care, by working cross-sectorally with occupational therapists and workers action centres.



Access Alliance
Ontario's Health and Community Services



25 Years
A Shared Journey

FOR MORE INFO AND REFERENCES, VISIT
www.AccessAlliance.ca/Good-Jobs