

## GENERAL LOCAL 560 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. i3 Computer Security Update
4. Announcement of CAAT-A Pension Merger Webinar
5. Local 560 Branding
6. Understanding SWF Evaluation Factors

Free parking. Child care and elder care reimbursement.



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# Ontario Secondary School Teachers' Federation Reports On "The Seneca Effect"

Excerpts from 'The Seneca Effect: When Good Teaching Jobs Turn Bad', an editorial on page 4 of the December 2014 issue of the OSSTF newsletter *Update*, circulation 60,000:

"Right now there is a battle brewing between Seneca College and the OPSEU local that represents the college's professors, and it's a battle to which we should all be paying close attention. The college intends to cut as many as 140 "partial load," unionized teaching positions and replace them with non-union, part-time jobs. Professors who are forced to move from partial-load status to part-time will lose their office hours, will receive no compensation based on student contact time, and will be stripped of their benefits and all the protections and rights formerly offered by their collective agreements. Hours of work will vary between specific part-time positions, but it's been widely suggested that many of these teachers will now need to work two or three part-time jobs just to put food on the table and keep a roof over their heads. Most of these instructors are neither young nor inexperienced, and they are certainly not under-educated. But with one administrative move their employer has moved their jobs into the realm of precarious work.

...

"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>**

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](mailto:union@opseu560.org). Call us at 416-495-1599 or visit the Local 560 web site at <http://opseu560.org>



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# Silence Speaks Volumes

by Larry Olivo, Chief Steward

Hardly a day goes by without the Seneca PR machine cranking out joyous news about how wonderful the College 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, Local 560 President 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, as well as any similar correspondence between the college management and the Board of Governors.

In his letter to faculty last October 23, President Agnew had a go at rationalizing Senior management's decision to eliminate up to hundreds of Partial-Load positions, but provided no real evidence to support various justifications given, so Local 560 asked to see documentation of management's discussions leading up to the decision.

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 *Freedom of Information Act's* requirements, to avoid revealing the true foundations of management's decision to reduce the number of Partial-Load faculty.

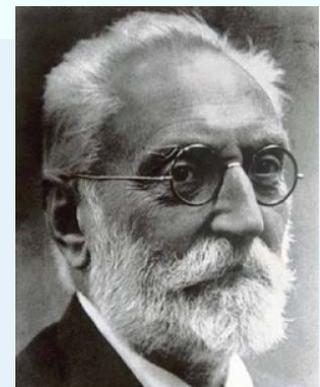
Pumping out self congratulatory bull-roar? That they can do.

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

*Sources include Wikipedia, Ontario Public Sector Salary Disclosure 2014, investopedia.com, and the Globe & Mail*

# 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 your manager tells you 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. If your manager orders to you to do such work without adding it to your SWF, please prepare to do the work and contact the Workload Monitoring Group (see below) immediately.

To better understand your SWF, come to the Membership Meeting on Feb 4. Should you have any questions about your proper workload, please contact the Seneca Workload Monitoring Group through Chief Steward Larry Olivo at lolivo@opseu560.org.

## Computer Security

Due to an incident of 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 that HR remove your personal information from the online system to guard against identity theft until IT has completed the security upgrade it recently announced.

# Editorial

by Thomas Tumble\*

## Agnew's Funding Complaints Don't Add Up

### Seneca Management Eliminates Partial-Load Positions Despite Increased Revenues

President Agnew often refers to 'eroding government support' for the College in his meetings with faculty, and cited such fiscal restraint as one factor that justified management's drastic elimination of Partial-Load positions. But we find it difficult to balance the college's \$353 million of revenue in 2014 with the need to slash Partial-Load faculty teaching hours (Seneca College). Many contract faculty 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 many Partial-Load professors to the status of part time educators. For these professors, the administration has:

- Reduced salaries by giving fewer hours of teaching to each professor.
- Reduced the rate of pay of formerly Partial-Load professors by reclassifying them as Part-Time professors and paying them at a lower rate.
- Eliminated the benefits they had received as Partial-Load professors.
- Unilaterally excluded these professors from union membership in OPSEU CAAT-A, which requires Partial-Load status.
- Impeded these professors' access to Employment 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 may very well find themselves on the street. Professors who are already working part time, some of whom teach only 3 hours per semester, need other jobs to survive. There are further consequences: impoverished professors who 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.

Besides the Partial-Load professors at Seneca College, there are large numbers of them throughout the college system of Ontario. According to the Canadian Colleges and

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*\*Thomas Tumble is the pseudonym of a contract faculty member at Seneca College.*

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Universities Casualization Index, in 2013-2014, there were 4,314 Partial-Load professors in the college system (CCUCI). If the college presidents were to demote all their Partial-Load professors, we could end up with zero Partial-Load professors, and up to 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 2013-14 revenues were \$353 million – an *increase* of \$19 million from the previous year. There are further indications that Partial-Load positions did not need to be cut. The administration made costly purchases of the i3 software (which has yet to prove itself) and spent on infrastructure which does not directly improve the quality of education. Some of these funds could have gone to sustaining Partial-Load positions for contract faculty.

In contrast to eliminating Partial-Load positions, compensation of executive administrators has been extremely generous in comparison to the value they bring. It is faculty members — not administrators — who do the essential work of educating the students. However, the 2013 Sunshine List (Ontario Ministry of Finance) reveals some telling facts. The top ten most highly-paid positions at Seneca 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 over \$396,000. Given the lack of a centrally-negotiated pay rate for non-unionized faculty, a Part-Time professor teaching the maximum of 6 hours each semester might earn about \$18,000 per academic year. In this scenario, the President's compensation would be 22 times what this professor would earn.

Even more shocking is the fact that President Agnew, the president of a mere college, had a higher salary than 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.

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These facts call into serious question the judgment of President Agnew and his administrators. Why did the administration cut the hours, compensation, and benefits of Seneca's most vulnerable faculty professors, at a time of increasing revenues? Why are administrators so generously compensated? What quality of contract faculty does the administration hope to attract if it offers them less than a living wage? How does college management 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?

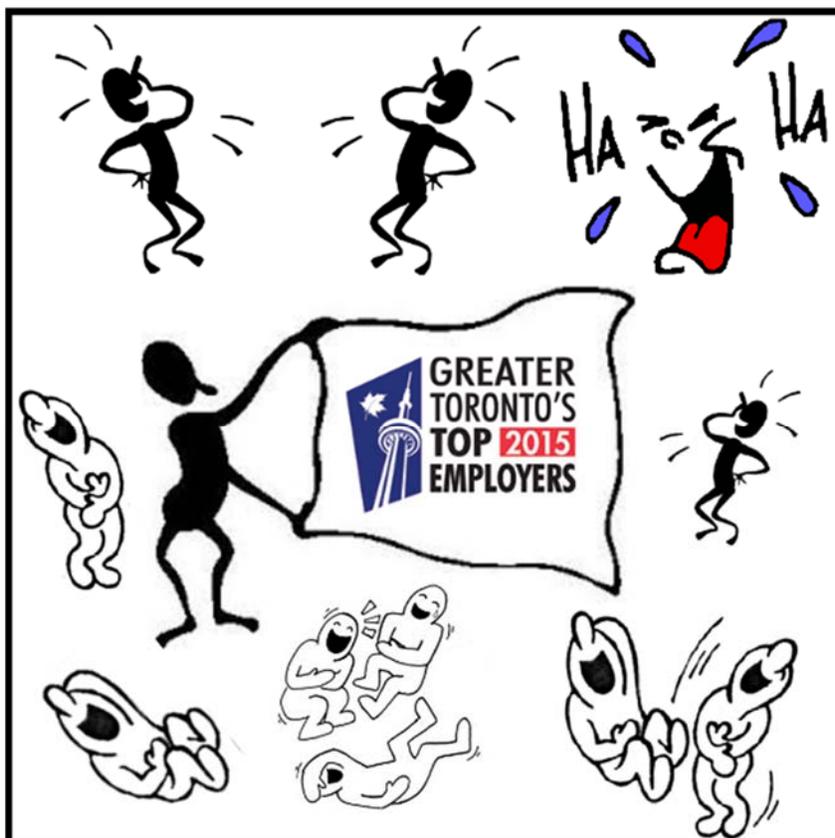
The numbers tell a different story than we've been getting from President Agnew. His excuses for slashing Partial-Load positions just don't add up.

#### Sources

CCUCLI. Canadian 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

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## 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.

