

## Why Organize? Why Sign?

### The Ever-Fluctuating Status of Seneca Contract Faculty

From a Contract Faculty Member

[Editor's Note: OPSEU is in the process of attempting to represent the Bargaining Unit of Part-Time and Sessional faculty at Ontario's 24 Colleges. Signing a Union Card is **strictly anonymous**, and your identity would be known only to OPSEU and the Ontario Labour Relations Board. If enough PT/Sessional faculty sign cards, it will trigger a provincewide vote of all such faculty provincewide, on whether or not to unionize under OPSEU. Please contact [union@opseu560.org](mailto:union@opseu560.org) to sign a card or to assist the card drive.]

On Saturday, January 21<sup>st</sup>, people worldwide gathered for The Women's March to protest human rights policy changes, some of which were initiated by America's new President the following day. In addition to massive crowds that marched on Washington (three times larger than at the previous day's inauguration, according to credible news sources), the Women's March also took place in numerous American cities, with strong and heavily-populated solidarity marches in Canadian and global metropolitan centers. This is what happens when individuals gather

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## Demand-Setting Meeting: Feb 13, 2017

### AGENDA

- Budget Approval
- Negotiations Team Presentation
- Local Demand Setting

Dragon Pearl Buffet Restaurant  
865 York Mills Rd (just west of Don Mills Rd)  
5:30 for dinner, meeting at 6 pm.  
Directions: <https://goo.gl/maps/czHi3r8TwfD2>

At this meeting, we will be determining the 2017 budget for Local 560. No less importantly, we will be voting on and ranking our priorities as a Local for this summer's round of Collective Agreement negotiations.

STAY IN THE LOOP!

Join our mailing list at <http://opseu560.org>



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## College Executives Told to Take a Reality Check

### Considering Salary Comparators for both Senior Executives and Faculty at Ontario Colleges

You can be forgiven for feeling little sorrow when the provincial government sent the executives and Boards of Colleges provincewide back to the classroom. It seems they need a refresher course on what is fair compensation, as well as a quick ego check. After years of telling faculty throughout the system to accept minimal pay increases, and justifying the demotion of 170 contract faculty within the context of “fiscal realities”, as soon as the Ministry offered a chance, the Boards and executives of Ontario’s Colleges moved to boost Senior executive salaries by over 25%, with some individual increases of over \$100,000. How demeaning, in comparison, is the average annual faculty increase of 0.75% over the last six years. Maybe we just don’t know what we are truly worth.

The College Boards arrived at their numbers by positing that their appropriate salary comparators were the heads of large, public-sector institutions, like hospitals (whose managers typically have graduated from medical school), the LCBO, or Pearson airport. It is hardly surprising that Advanced Education Minister Deb Matthews offered a reality check to those proposals, noting that “having some of the colleges choose comparators 10 times their own size is not in the spirit of the legislation as it was intended”.

So, if there will be no 25% hike for executives, the Boards and executives will surely return with a revised proposal well above our 0.75%.

Whatever their pay hike, when our contract comes up for negotiation this summer, we must all remain committed to the comparator groups that were established for us 23 years ago by a joint task force. Full-Time College faculty pay should be midway between the salaries of the highest-earning Ontario high school teachers and the lowest-earning tenured Ontario university professors. (To expand that model, it would be interesting to see what Senior Executive salaries would look like if they were set to the median of High School Principals and University Presidents.)

One proposal for Senior Executive pay is that they should receive the same percentage of salary increases that are won by College faculty and support staff in their respective rounds of bargaining.

We as faculty have been pushed further down in relation to our comparators (high school teachers and University faculty) over the last decade, when if anything we should have been gaining ground. Let the executives’ assertions of their own value embolden our own rightful demands in this upcoming round of bargaining.

*[Editor’s Note: On Jan. 24, the Toronto Star reported that “All of Ontario’s colleges received the help of the same outside consultant”, in formulating their Senior Executive Salary Compensation frameworks. Local 560 publicly asks the Management of Seneca College to reveal the identity of this outside consultant, noting that their consultancy was paid with taxpayer dollars, and produced plans that the Ministry has deemed “unacceptable” since “a number of the comparators do not meet a majority of the selection criteria contained in the regulation”. As faculty, we can imagine the College’s response if we produced work that was unacceptable and in violation of Ministry criteria. Local 560 publicly asks Seneca Management what actions will be taken against this unspecified outside consultant, given that they have wasted taxpayer dollars in an apparent violation of Ministry directives.]*

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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collectively to unify against a pending unfair decision that impacts a vulnerable group.

OPSEU's current drive to organize Part-Time and Sessional faculty across Ontario colleges may seem minute compared to The Women's March, but unless contract faculty sign up to organize to become a union, decision-makers will continue to erode the foundation of Ontario's College system: its professors. Any measure of comfort that some contract faculty seem to feel they have could be taken by a sudden decision that impacts their livelihood, such as a decision to increase the College President's pay by \$100,000.00 in a collective bargaining year.

To persuade Part-Time and Sessional faculty to sign a card when approached by a recruiter, I could tout how signing up and voting to unionize can bring forth benefits that are equal to the benefits received by full-time or partial-load faculty, such as holiday pay. Full-timers also have seniority and job security; they receive teaching schedules well in advance of the following term, and are paid for planning, marking, student contact hours and administrative tasks as well as other duties, all of which have been agreed through the collective bargaining process: a right received by being a union. On paper, these are persuasive arguments to sign a union card.

Many contract faculty, like me, know that we lack both job security and the fair calculation of our work for which our full-time colleagues fought and voted. But our status as the most vulnerable faculty in the Ontario college system harnesses individual thinking that can be easily exploited: "Will I have enough pay to cover my bills like daycare? Rent? How many subjects will I be teaching next semester? Will I be teaching in the summer? How much will my pay go down when I am part-time?"

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#### Ways to sign up:

- ✓ Email us at [union@opseu560.org](mailto:union@opseu560.org)
- ✓ Call us at 416-495-1599
- ✓ Talk to your Steward, a Local Officer, or a recruiter
- ✓ Find further details at <http://opseu560.org/ptcampaign>

## CAAT Pension for Partial-Load Faculty

OPSEU members in either CAAT Academic or CAAT Support who are not employed on a regular full-time basis can now join the CAAT Pension Plan when they are hired, or at any time following their date of hire. Joining the CAAT Pension Plan can help you build a stable, predictable retirement income while you work.

The CAAT Pension Plan is recognized as one of the best-managed Defined Benefits Plans available. The CAAT Plan tradition of shared governance is core to its success. It's founded on the mutual respect and collective responsibility of the Sponsors.

You may be able to add prior service at another college or employer to bolster your plan contributions.

Check the retirement calculator on the website to help you determine how much money you may need in retirement.

Contact the CAAT Pension Plan at 416-673-9000, get more info on the website at [caatpension.on.ca](http://caatpension.on.ca) or attend the next retirement planning session hosted by CAAT at Seneca College (dates to be announced).

Sessional?" Or we ask practical questions, like "When will I have time to mark seven classes of mid-terms from two different colleges? When can I prepare for those seven classes that were offered to me only one week before class starts?" It's all the "I"s in our thinking that have made us complacent.

This individual thinking needs to be replaced by a more collective mentality. Just like The Women's March, every individual representative of an ethnic group, religion, sexuality, sexual orientation marched to protest how the unfair decisions made by those in power impact all ethnicities, religions, males, females, transgenders, gays, and straights. The only way that contract faculty can change their complacency is to change the "I" to a "we". We can have fair wages; we can have job security; we can be paid for all our work. When you sign, we grow to become a collective "us", and wield the power of a unified commitment to fairness.

## Hardship Fund

Local 560 has created a hardship fund to assist our contract faculty colleagues who are facing short-term financial difficulties. You can apply to receive a \$250 donation to help ease the financial constraints brought on by a reduced status or no teaching offer. All applications are kept confidential. To apply, see:

<http://opseu560.org/local-560-hardship-fund/>



OPSEU Local 560 is currently looking for an experienced **Part-time Office Administrator** to join our team in the Scarborough/North York area. This position is for 30 hours a week, on a fixed-term contract until June 30, 2017. For job description and to apply, see:

<http://opseu560.org/part-time-office-administrator-needed/>



**OPSEU  
Local 560**

**DEMAND-SETTING  
MEETING  
& BUDGET APPROVAL**

**Your Union  
Your Voice  
Matters**

When: Monday 13 Feb 2017 @ 5:30 pm

Where: 865 York Mills Rd. (Dragon Pearl)

WHY: Set Local Demands for this Fall's CA negotiations

**COLLECTIVE BARGAINING STARTS SOON**

**Your VOTE Counts**



# The Back Page

Seneca College Faculty Social—February 19, 2017

BIERMARKT



Local 560 invites you to join us for a collegial brunch:

**Sunday, February 19, 2017**

from 12 pm to 2 pm at  
The Bier Markt, 7 O'Neill Road,  
Toronto, M3C 0H2.

Paid for by Local 560, this will be an opportunity to meet fellow faculty and enjoy each others' company.

Let's be collegial!

- Meet your fellow faculty members across all campuses
- Share teaching experiences from your Schools
- All faculty welcomed—part-time, partial-load, sessional and full-time!
- This is NOT a meeting: no reports, no votes, no agenda. Let's just be collegial!

Sign up at:  
[www.opseu560.org](http://www.opseu560.org)  
review our custom menu  
and advise on any food  
restrictions

