

“You’re Demoted. We Respect You.”

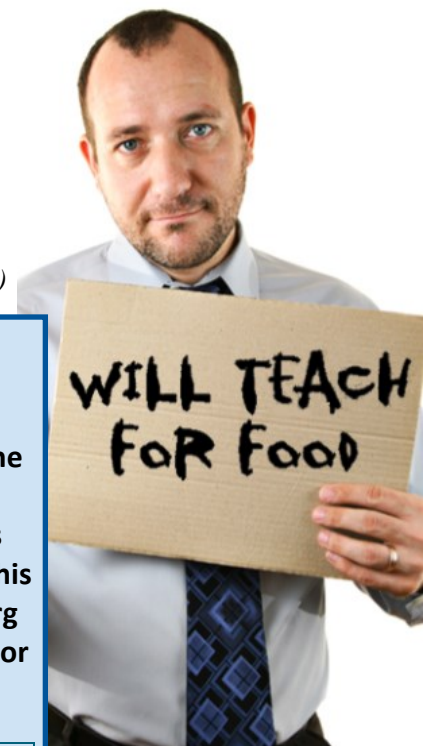
A Local 560 Response to Pres. Agnew's Letter to Faculty

On October 30, Seneca College President David Agnew sent a letter to all faculty. In it, he tried to justify staffing changes at Seneca, while still declining to say how many current Partial-Load faculty would be effectively demoted to Part-Time positions, and thereby denied the right to benefits, a centrally-negotiated wage, or enough hours to live on.

Pres. Agnew offers many different reasons for reduction in the number of faculty. He talks about the reduced need for faculty as a result of a reduction of course offerings or class hours. We won't comment on the appropriateness of cutting our students' class hours here. However, while a reduction in teaching may reduce the need for contract faculty, it does not and cannot justify a systematic policy of refusing to offer Partial-Load contracts to the contract faculty that are needed. Nor can it account for the fact that several Chairs have reportedly told their contract faculty that there will be no Partial-Load positions available in January. It's not about changes in curriculum.

Another justification Pres. Agnew provides (at considerable length) is a reference to the expense of a prolonged “Article 2” grievance between Local 560 and Seneca College. Yes, the grievance was indeed “long, resource-intensive, and expensive for both sides” as Local 560 attempted to force Seneca management to respect the Collective Agreement's assertion that

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Sign Up for Information Pickets — We Need Your Help!

Students need to know what is happening to their instructors and consequently to their education come January 2015. Others who frequent the college need to be made aware of this fiscally-motivated attack on loyal faculty and its impact on quality education. A little of your time on the dates below would help us distribute flyers and inform the college population of this move against Partial-Load Faculty. Register by email to union@opseu560.org to let us know when and where you can help. Contact lolivo@opseu560.org or jsinger@opseu.org for more info. You can make a difference!

Information Pickets 08:00 to 3:00 / Location (Rain Date)

King	Newnham	S@Y	Markham
Nov 10	Nov 11	Nov 12	Nov 13
Main entrance	Corner Finch + Don Mills	Pond Road South Side	Allstate Pkwy outside main entrance
(Nov 20)	(Nov 18)	(Nov 19)	(Nov 17)

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“The College shall give preference to the designation of full-time positions . . . rather than Partial-Load teaching positions”.

What President Agnew neglected to say is that the grievance was prolonged and expensive for two reasons: 1. Seneca Management refused for 10 years to do what managers at all other Ontario Colleges have done: Come to a mutual agreement with the Union about Full-Time hiring, and 2. Seneca Management actually preferred to spend an estimated million dollars in legal and related fees, rather than honour their obligations under the Collective Agreement by hiring additional Full-Time faculty. It's not about the cost of past grievances.

More importantly for Seneca contract faculty, there is one simple reason why the expense of Article 2 grievances over the use of Partial-Load faculty cannot possibly justify Seneca's seeming decision to eliminate hundreds of Partial-Load positions: Local 560 agreed not to file any more grievances on the use of Partial-Load faculty until 2016, and our new Collective Agreement extends that moratorium until September, 2017. In short, the College cannot use the threat of grievances as an excuse to avoid hiring Partial-Load in the Winter: There is no threat of grievances on this issue until 2017. It's not about avoiding future grievances.

In his letter, President Agnew says that the proposed “staffing changes” will “align” Seneca “to the Collective Agreement”. However, he promises to create 24 new Full-Time positions, while simultaneously creating hundreds of Part-Time positions, at the expense of Partial-Load. How can this possibly be an example of “aligning” Seneca's staffing to the Collective Agreement's direction that “The College shall give preference to the designation of Full-Time positions”? No less importantly, how can hiring 24 new Full-Time faculty mathematically require the conversion of hundreds of Partial-Load positions to Part-Time?

It's not about the cost of new Full-Time hiring.

So what's it really about? Even though President Agnew says “It's not all about money”, he immediately follows that by saying “resources cannot be ignored” and elsewhere refers to “fiscal restraint at Queen's Park”. In short, although you are denied access to a detailed College budget, including the budgets for Marketing and i3, you are expected to trust that Seneca's fiscal survival depends upon slashing Partial-Load positions. This, despite the fact that no other college in Ontario seems to be resorting to these measures.

It's not about Provincial funding.

Pres. Agnew is correct when he says, “It is a Union's role to protect and represent its members”. We appreciate that he recognizes the fact that his staffing model will leave hundreds of formerly-unionized faculty unprotected and unrepresented, and left to the mercy of managers, including himself and Academic

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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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College Senior Management Denies Union Right to Communicate with Students on Campus

by Jonathan Singer, Local President

On October 24, Bernie Beaulieu (Seneca's Executive Director of Human Resources) informed OPSEU Local 560 that the College was denying Local members permission to approach students on campus in November, for the purpose of informing them about upcoming staffing changes at Seneca, and the likely impact of those changes on students' education and student experience.

In its refusal of permission, the College alleged "we believe such activity could disrupt students as well as the College's operations"—this despite the fact that the Union representatives made it clear that students would only be approached in public, social areas of the College and that no activities would be designed to disrupt students or College operations.

Instead, Seneca management is obliging Local 560 members to approach students on public property near the campuses, which has a much greater likelihood of disrupting College operations since such activities would take place where automobiles enter and exit the campus.

Local 560 believes that education is the purpose of Seneca College's being, and is the heart of the relationship between faculty and students on campus. The College campus is precisely the appropriate place for ideas to be shared among members of the College community. And we deeply regret and object to College management's choice to deny students the opportunity to learn about the changes that will impact their education in January.



Seneca College's Policy Statement on Academic Freedom explicitly includes the right for faculty and staff "to express, distribute or publish one's views, free from censorship or reprisal, except where the exercise of such rights contravene the Canadian Charter of Rights and Freedoms".

Local 560 has already filed a grievance alleging that College management violated the Collective Agreement by denying Union members permission to talk with students on-campus. However, to ensure that Seneca's senior management is adhering to *policies put into force by the Board of Governors*, we ask the College management to explain precisely how it would contravene the Canadian Charter of Rights and Freedoms for faculty members to inform students about the upcoming Partial-Load crisis at Seneca College.

Please register to attend participate in our scheduled information pickets (listed by campus on page 1), to ensure that students and other members of the College community are able to learn about these staffing changes and their potential impact on education at Seneca College. You can register by e-mailing union@opseu560.org, or drop by the listed location, any time that you're free. This is a tangible step that you can take to fight back against the planned elimination of Partial-Load positions at Seneca College.



Formerly partial-load faculty are being asked to sign contracts that contain no pay rate, and told failure to sign and submit by Nov 3 will assume they decline.



VICTORIES SO FAR:

More than 500 signatures on the petition to stop the elimination of partial-load positions at Seneca College. <http://tiny.cc/4ha1nx>

Article by Louise Brown in The Star on the cuts to Partial-Load Faculty, published on Oct 21. <http://on.thestar.com/1yOzyEY>

OPSEU Media Release issued on Oct 25. Picked up in Queen's Park Daily Report on Oct 27. This report is delivered to all MPPs.

Story by Daniel Weisz in QP Briefing, a Star newspaper subscriber-only publication, on Oct 29.

ALERT

What are your teaching hours like in January? Do you have more hours? Bigger classes? If you notice any difference, please let us know immediately. Email union@opseu560.org. Thanks!

Co-ordinators as Mentors

Given the hiring of many Part Time faculty for the Winter semester, some of them new, there is likely to be requests for current FT faculty and coordinators to mentor new faculty on courses.

If so, remember that if you are told by your Chair to mentor a faculty member or otherwise assist them in getting up to speed in a course, the time spent doing this must be put on the back of the SWF, and recorded on an hour for hour basis at so many hours a week. Often the time is 1-3 hrs per week depending on what is involved, whether it is continuous for the semester or mostly loaded up front.

The same holds for coordinators who have this mentoring duty added onto other coordination functions; coordinators are given a number of hours per week based on estimated coordinator duties, along with a course reduction. As coordinator duties are not clearly defined in the CA [except for noting they do not manage or discipline other staff], the hours should reflect the work done.

If this additional work is added to existing coordinator duties, coordinators should inform the supervisor that coordination time will be recorded and documented, and if the coordinator approaches the total hours granted [hrs per week x weeks per semester] before the semester ends, the supervisor should be told that extra time is required to be recorded on the SWF or the coordinator stops doing coordinator duties when the total is reached. It is then up to the supervisor to put more hours on the remaining weeks of the SWF, and pay overtime if required, or direct the coordinator to cease doing the work. If a Chair refuses to do either, the faculty member should send an email to Larry Olivo at lolivo@opseu560.org to refer the matter to the Workload Monitoring Group.

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V.P. Joy McKinnon. Given Senior management's current treatment of unionized Partial-Load faculty, how will they treat Part-Time faculty who are even more vulnerable and precarious?

The last item of note in the letter is Pres. Agnew's stated respect for Seneca's contract faculty. He asserts that "part-time faculty [are] no less dedicated to our students than other faculty". He refers to the "experts and specialists in the classroom" who "are doing – great things for our students". Lastly, in case you might misinterpret the Part-Time contracts that are being distributed to departmental mailboxes, he assures you of his "great respect for the vital work you do".

We agree that Part-Time faculty will be incredibly dedicated. We know this because they're the same faculty who are currently incredibly dedicated Partial-Load faculty. And we lament how their years of dedication, expertise, and greatness as educators are being repaid by Seneca College's senior management.

They deserve a better explanation than this.

They deserve better treatment than this.

Joining the CAAT Pension Plan—Information for Other than Regular Full-Time College Employees

OPSEU members in either CAAT Academic or CAAT Support who are not employed on a 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.

Do I have to join right away?

No, the choice is yours. You can join right away, you can join at a later date (so long as you continue to be employed by a college), or you can choose not to join at all.

What happens if I don't join right away?

You do not make pension contributions to the pension plan.

Your employer does not make equal pension contributions to the pension plan.

You do not start earning pensionable service in the CAAT Pension Plan.

Is there a downside to not joining right away?

Yes. Some of the downsides of not joining right away are:

1. You will not be gaining valuable pensionable service in the CAAT Pension Plan;
2. You will lose out on the matching contributions from the employer;
3. It will likely be more expensive to purchase your pensionable service at a later date.

If you join the plan at a later date and wish to buy pensionable service for time you worked for a CAAT Plan employer before you joined the plan as a member, you will be required to pay 100% of the actuarial cost of the purchase yourself.



You May be Entitled to Overtime Pay for Specific Duties

by Jonathan Singer, Local President

If you are a Full-Time Professor or Instructor, you are assigned a Workload Formula, to measure the work you are assigned to do. You may be given additional time for tasks that are time-consuming or that go beyond the minimal duties of teachers.

<i>If you are...</i>	<i>You should receive...</i>
Assigned “subject leader” duties	Hours on the back of your SWF, equal to the time required
Providing guidance to Instructors	Hours on the back of your SWF, equal to the time required
Assisting with program review	Hours on the back of your SWF, equal to the time required
Teaching a class that has unusual grading requirements	“Additional Attributed Hours” on the front of your SWF
Teaching a class that is at a level that requires additional prep (e.g., degree, apprenticeship)	“Additional Attributed Hours” on the front of your SWF
Addressing the needs of a significant number of special-needs students	“Additional Attributed Hours” on the front of your SWF
Teaching a class that has been converted to be delivered online or hybrid	“Additional Attributed Hours” on the front of your SWF
Co-ordinating	Hours on the back of your SWF, equal to the <i>actual</i> time required by the position
Spending time outside of class grading and providing feedback for in-class presentations or activities	Appropriate evaluation factors under the “E” column on the front of your SWF
Attending open houses	Hours on the back of your SWF, equal to the time required
Attending departmental meetings	Hours on the back of your SWF, equal to the time required

If you are a Full-Time faculty member, you have the right to be credited with sufficient time for any of these duties. This may push you into overtime, or reduce the number of sections you can teach. If you are a Partial-Load faculty member, you should be paid only for teaching, and are therefore entitled to refuse most of these tasks, to ensure that your time is respected and compensated.

Whether you are Full-Time or Contract faculty, please consider that volunteering your time may hurt the quality of education at Seneca in the long run, since it permits the College to avoid hiring more Full-Time faculty!

For a consultation on whether you are entitled to additional time or pay as a result of your actual workload, please contact any or all of the members of the Workload Monitoring Group:

Larry Olivo (lolivo@opseu560.org), Daria Magas-Zamaria (dariamazaria@gmail.com), Paul Matson (paulmatson@sympatico.ca), and Jonathan Singer (jsinger@opseu560.org).

“I Want to Help Preserve Partial-Load Jobs, but What Can I Do?”

- Participate in an information picket at your campus. See dates in the table on page 1. Register by email to union@opseu560.org to let us know where, when and for how long you can help. Even 1/2 an hour!
- Sign (and encourage others to sign) the online petition to preserve Partial-Load positions, at <http://tiny.cc/4ha1nx>
- Outside of class, distribute Kevin Topalian's petition to Seneca students. Copies can be obtained by e-mailing ktopalian@rogers.com
- Submit your opinions and stories to <http://www.partialload.org>, by e-mailing partialloadatseneca@gmail.com
- Contact any media connections that you may have, including free-lance journalists of any stripe. Tell them your understanding of the situation; invite them to contact Local President Jonathan Singer (jsinger@opseu560.org) or Emily Visser at OPSEU (evisser@opseu.org) if they have further questions.
- Communicate your concerns to Seneca's Board of Governors. Currently, Board Members can be located by searching for “board of governors” in Seneca's directory.
- Locate the constituency office of your MPP at http://ontla.on.ca/web/members/member_addresses.do and schedule an appointment to meet, to discuss your concerns about staffing at Seneca College and Ontario Colleges, as they impact Ontario students.
- Request and wear a button indicating support for Partial-Load positions (available from partialloadatseneca@gmail.com).
- Register your non-Seneca e-mail address on the home page of www.opseu560.org, to stay informed about upcoming events in support of Partial-Load faculty, and other important union issues.

“...college graduation rates decrease as the proportion of part-time faculty employed increases.”

Jacoby, Daniel. “Effects of Part-Time Faculty Employment on Community College Graduation Rates.” *The Journal of Higher Education*, Vol 77, No. 6 (November/December 2006): 1081-1103. Print.

“...administrators and policymakers need to revisit their current practices with regard to part-time faculty...If the negative effects of part-time faculty exposure on first-year student retention continue to be ignored within institutions of higher education, these institutions may continue to sacrifice their ability to retain students in order to remain cost-efficient.”

Eagan, M. Kevin Jr., and Jaeger, Audrey J. “Closing the Gate: Part-Time Faculty Instruction in Gatekeeper Courses and First-Year Persistence”. *New Directions for Teaching and Learning*, No. 115, Fall 2008: 39-53. Print.



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Seneca Management indulges in its Edifice Complex at the Expense of Contract Faculty

In the midst of management's planned decimation of Partial-Load teaching positions at Seneca College, it is significant that College management reported on October 27 that it had settled upon a short-list of three companies for the planned expansion of King Campus.

In other words, even as Seneca Management is planning to save money by denying health benefits to hundreds of its contract faculty, there remain millions to be spent upon new buildings at King campus.

This tragic conjunction of events reflects misguided priorities of the Ontario government no less than those of Seneca's senior management: A May 7 report in the *King Weekly Sentinel* states that the province invested \$43 million in the King Campus expansion project in 2011, yet provincial underfunding of *operating* budgets of postsecondary educational institutions remains at the heart of Seneca College's addiction to ever-more-precarious contract faculty.

The October 27 press release announcing the shortlist of companies states, "Phase one of the [King campus] expansion will create space for an additional 1,450 students, while enhancing the quality of student learning and campus life". Unfortunately, what no press release can communicate is how much Seneca staffing plans will *diminish* the quality of student learning at Seneca, by redirecting teaching toward faculty who lack sufficient hours or pay to devote their exclusive attention to Seneca students. (Although we're sure the classrooms that the part-time faculty will be running out of—on their way to their other part-time jobs—will be quite pretty.)

The press release reads, "When this project is complete, the King Campus location will provide teaching and learning opportunities for approximately 5,000 full-time students". Unfortunately, the College is less willing to publicize the upcoming harm to the teaching and learning opportunities of Seneca students, as a consequence of Pres. David Agnew and V.P. Academic Joy McKinnon's short-sighted staffing plans.

