

THE LOCAL

OPSEU 560 NEWSLETTER – MARCH 2018

THE STRIKE IN RETROSPECT

As a participant in every faculty strike except this one, I was heartened to see the strong commitment of our members, and the determination they showed in a difficult situation: the longest faculty strike, the legislated return to work, the compressed return-to-work schedule without additional compensation, and the College Employer's refusal to seriously bargain your demands. This could have been demoralizing, but an 86% rejection vote by faculty following a long strike showed a steely conviction, and in particular a united commitment to improving the position of contract faculty.

And the commitment paid off. Management had refused to seriously bargain, hoping to wear you down and force you back, but management failed. And the Kaplan Award recognized that the strike concerned serious issues—the exploitation of contract faculty and the current lack of faculty decision-making authority—and that any future labour peace depended upon their resolution.

However difficult this was—and I know a five-week strike can be very difficult—you should congratulate yourselves on a job well done.

Larry Olivo,
Former Chief Steward and Vice President, Local 560

CUPE 3903 READYING FOR STRIKE

On Friday March 2, CUPE 3903, representing Graduate Assistants, Teaching Assistants, and Contract Faculty at York University, will be voting on a final offer. Given that York insists on serious concessions, a strike is likely. In the last bargaining round CUPE 3903 won eight conversions of contract faculty to full-time status per year, totaling 24 new full-time positions. York now wants to roll that back to only one per year. The fight against precarious work continues.

If CUPE 3903 goes on strike, we will stand with them, as they stood with us.

NOTICE OF GMM: 2018 BUDGET MEETING

OPSEU Local 560 will hold a **General Membership Meeting on March 14** at Fairview Library Theatre, 35 Fairview Mall Drive, Toronto.

Light refreshments at 6:00 PM.
Meeting begins at 6:30 PM.

The Toronto Public Library's Fairview Theatre is accessible by TTC. Free parking on site, though limited. Next to Fairview Mall.

Enter the theatre lobby by the East doors.

For more information: bit.ly/FairviewTheatre

SWF CLINIC

Are you working unpaid, unrecognized overtime? How much time are you *really* being given to grade students' work, or to answer emails?

In the last week of March, Full-Time faculty should receive Standard Workload Forms (SWF) for the May-June teaching period.

March 26-30, the union members on the Workload Monitoring Group will be offering a SWF Clinic at your campus to help you understand your SWF and to ensure that it accurately reflects your work assignment.

If you receive and sign your SWF prior to that time, please keep a copy, to bring to a drop-in session, for an explanation from a WMG member.

PENSION BUYBACK

The CAAT Pension Plan has provided the following documents on how to buy back the five weeks of pensionable service lost during the strike:

- Purchasing Service:

<http://bit.ly/caatpension>

- Strike Service Purchase Webinar:

<http://bit.ly/caatweb>

The Local Executive Committee of OPSEU Local 560 voted in 2017 to reimburse the Employer's portion of the pension contributions lost during the strike to any member who:

- i) performed strike duties
- ii) retires within five years of the strike
- iii) chooses to buy-back the pensionable service when retiring.

The Yearly Annual Pensionable Earnings (YAPE) is your highest salary averaged over 60 continuous months.

Buying back this pensionable service ensures that the strike does not affect the YAPE for those who retire within five years of the strike.

The CAAT Pension Plan will mail, to your home address, a package that will show you the cost and the procedure for buying back these five weeks of service.

The cost of this purchase will not change over time, so the best time to make this purchase is just before you retire.

Local 560 will reimburse the Employer's portion (half the total cost) if you produce the following documents:

- a) A statement from HR showing a retirement date that is prior to Nov. 20, 2022
- b) A statement from CAAT Pension Plan showing the cost of buying back your pensionable service lost during the strike
- c) Proof of payment.

Since the purchase cost does not change over time, you will not save any money by buying back the pensionable service prior to your retirement date. The Local will not make any reimbursement prior to receiving confirmation from HR of your retirement date that is prior to Nov. 20, 2022.

CHANGES TO PARTIAL-LOAD PAY

Bill 148 mandates that after five years with the same employer, employees are entitled to three weeks of paid vacation. According to section 26.02 of our Collective Agreement, however, "A portion of the hourly rate for partial-load

teachers is in lieu of vacation pay."

Following the passage of Bill 148, Seneca College began separating a percentage of the pay for partial-load faculty and identifying it as vacation pay. According to the College's approach, contract faculty should find on their pay stub that the paid wages plus the specified vacation pay should equal their former rate of pay from the previous

Collective Agreement, plus 1.75% (for pay increase retroactive to October 2017, approved by Arbitrator Kaplan's award), not counting any applicable step increases.

Local 560 is not at this time taking any position on the College's obligations under Bill 148, with regard to this new policy.

ONTARIO PUBLIC COLLEGES TASK FORCE AND BILL 148

At last report, the College Employer Council and OPSEU Central have been scheduling meeting times and determining the composition of both the Task Force (which was authorized by Arbitrator Kaplan to address issues of College governance, faculty

complement, and funding) and the committee on implementing Bill 148. We will keep you updated on any developments, particularly as they relate to events that members can attend, to show support for the issues that we fought for throughout the strike.



OPSEU Local 560

**115A – 2942 Finch Ave. E
Toronto, ON M1W 2T4
416-495-1599**

Workload Monitoring Group: wmg@opseu560.org

Other issues: union@opseu560.org

opseu560.org