

THE LOCAL

OPSEU 560 NEWSLETTER – JUNE 2018

UPDATE ON PROVINCEWIDE TASK FORCE & BILL 148

J.P. Hornick, one of our representatives on the “Ontario Public Colleges: The Next 50 Years” Task Force, explained that the Task Force has submitted a preliminary report on flexibility, accessibility and mental health in our system. The writ was then dropped, however, and the provincial legislature was dissolved.

The issues of collegial governance and staffing ratios are being currently researched by an external research team. We will report on those studies as soon as they are available. J.P. also urged all members to use their newly-won academic freedom in our classrooms to explain to our students the impact of the provincial election upon their education.

R.M. Kennedy, the chair of our divisional executive, reiterated that we have won academic freedom—and we should use it. The President of Durham College sought to impose a policy that would have prohibited faculty from engaging in political action, but has since placed the policy “under review” in light of the outcry from Durham faculty at this attack upon their hard-won academic freedom. Exercise your academic freedom.

The committee that is responsible for implementing Bill 148 into our Collective Agreement has been at work for a few months now. One of the gains so far is that all contract faculty will be paid the same as Partial-Load faculty. This is a good start but, as R.M. pointed out, the actual comparator group should be Full-Time faculty, not Partial-Load. In other words, the work done by Part-Time, Sessional, and Partial-Load faculty needs to be recognized as equivalent to that done by Full-Time faculty.

OFFICER ELECTIONS RESULTS

During a General Membership Meeting on May 23, Membership elected Local 560 Officers for the 2018-2020 term. Our newly-elected Officers:

Prof. F. Yee (President)
Prof. A. Ainsworth (1st Vice-President)
Prof. H. Kaduri (Chief Steward)
Prof. J. Singer (Vice President, Equity)
Prof. M. Burtch (Health and Safety)
Prof. B. Paterson (Secretary)
Prof. J. Olinski (Treasurer)

For a list of the Local 560 Stewards elected and acclaimed for the 2018-2020 term, please see page 2.

PARTIAL-LOAD REGISTRY

One of the gains that we won in the strike was the creation of a partial-load registry, which enhances existing seniority protections for contract faculty. There will be a meeting on June 12, 6:00 – 8:00 PM, at the Steelworkers Hall, 25 Cecil St, Toronto, to discuss this and other effects of Bill 148 upon all contract faculty—mark your calendars.



Your Local executive will be working closely with HR to ensure that the Partial-Load registry is accurate and followed in hiring. We will be reaching out to membership to help us protect and enforce the newly-enhanced seniority rights of Partial-Load faculty.

DIRECTORY OF LOCAL 560 STEWARDS

The following are the Local 560 Stewards for the 2018-2020 term, commencing September 1, 2018:

<p>Counselling (all campuses)</p> <p>D. Brody</p>	<p>Newnham Campus: SLPA and Office Admin</p> <p>J. Olinski B. Paterson</p>
<p>Jane Campus</p> <p>M. Khani G. Basa</p>	<p>Libraries (all campuses)</p> <p>J. Peters</p>
<p>King Campus</p> <p>H. Doughty D. Frank M. Rohlehr F. Yee</p>	<p>Peterborough Campus</p> <p>D. Copeland E. Pasquale</p>
<p>Markham Campus</p> <p>D. Cooper B. Shah S. Waites</p>	<p>Seneca@York: Media/Applied Arts</p> <p>T. Abbott J. Carr G. Davis D. Magas-Zamaria B. Richardson</p>
<p>Newnham Campus: Business Programs</p> <p>M. Burtch L. Dacosta B. John R. Killins R. Nafea F. Skill F. Sutherland S. Varughese</p>	<p>Seneca@York: SBSAC</p> <p>M. Gadsden</p>
<p>Newnham Campus: SELS and Arts/Sciences</p> <p>T. Goulem J. Singer M. Trant</p>	<p>Seneca@York: SELS + Arts/Sciences</p> <p>A. Ainsworth A. Norman A. Phillips M. Vasilodimitrakis</p>
<p>Newnham Campus: SEMET and Aviation</p> <p>K. Eng D. Finlay B. Harshaw P. Matson B. Shefler</p>	<p>Seneca@York: ICT</p> <p>H. Kaduri</p>

ACADEMIC FREEDOM

One of the greatest gains from our strike was the addition of Academic Freedom language enshrined in our collective agreement. Now we face the task of exercising and protecting this newly-won freedom. We believe that members could file grievances against the College if the College fails to respect our right to:

- exercise our judgement in the content and delivery of our classes
- select appropriate materials for our courses
- review curriculum and make curricular decisions
- determine course evaluations according to curricular needs
- publicly criticize our employer, provided that we identify that we are speaking as individuals, not acting as College representatives
- engage in research that we think is valuable
- publicly engage in vigorous academic dissent
- assign final grades to our students that are rooted in academic requirements.

Academic freedom differs from free speech in that it is the freedom to fully engage in academic life—not the freedom to say anything we may wish. It is, obviously, limited by the Criminal Code and Human Rights provisions, as well as the academic freedom of our fellow Local members. The Collective Agreement states that academic freedom is also subject to program and curriculum requirements, but that doesn't simply give management the final word, since the Collective Agreement obliges management to commit to supporting and protecting faculty academic freedom, in the College's practices and policies.

By practicing academic freedom, we establish it as a right and a new norm in our workplaces. In a nutshell, it is the individual right of every professor to use her best judgement in the exercise of our professional duties—and that includes shaping the future of our institutions. Exercise this new muscle, and know that we now have the means to defend your exercise of it.

DISABILITY RIGHTS CAUCUS

OPSEU Head Office is inviting members to apply for a position to the provincial Disability Rights Caucus in order to work to raise awareness and push for equity for persons with disabilities. We urge our members to apply to join and become active in pushing for greater visibility and inclusion for folks with disabilities.

Applications can be submitted to the Equity Unit at equity@opseu.org or by fax to 416.448.7419 no later than June 15, 2018 at 4 pm. If you need an accommodation to complete this application, please contact the Equity Unit at 416.443.8888 x 8790 or equity@opseu.org.

The Equity Unit will remove identifying information and assign an application number. The applications

will be screened and ranked using the following criteria:

- Demonstrated commitment to advocate, educate and advance the issues of all persons with disabilities
- Gender balance
- Mix of Union and Community activities
- Geographic balance of the seven (7) provincial regions
- A wide range of disabilities with a balance of visible and non-visible disabilities.

People from all equity groups are encouraged to apply.

ARE YOU INELIGIBLE FOR STEP 21?

According to our Collective Agreement, only faculty who have a 4-year Canadian B.A. or equivalent (or a CGA, P.Eng.,CA, or CMA designation, plus some other combinations) are eligible to achieve the maximum step on their salary schedule.

Faculty who do *not* have access to the top step may enroll in the In-Service Teacher Training Program, to enable them to reach that step, by completing modules.

That program is scheduled to shut down, with a final enrollment date of August 31, 2019. If you do not have access to the top step (or do not know whether you have access) and you are interested in learning more about the ISTTP, please e-mail union@opseu560.org.

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 Membership 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, and
- 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 that your retirement date is prior to Nov. 20, 2022.

GRIEVANCE DEADLINES

The procedures governing grievances are found in Article 32 of our Collective Agreement, the document that governs faculty members' relationship with their college.

If you have a complaint, please meet with your direct supervisor within 20 calendar days of the circumstances giving rise to your complaint. Do not hold off. Immediately after your meeting, please email your supervisor and state something to the effect of "Thank you for meeting with me regarding... I hope to

receive your response to my complaint within the next seven days."

If you do not receive a response within seven calendar days, or if the response does not resolve your complaint, contact us immediately. It is imperative that you follow this timeline.

Even legitimate—potentially winning—grievances may be dismissed by an arbitrator if the Grievor does not follow the above grievance timelines.

Contact us for guidance or more information: we are here to assist you throughout the process.

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