

THE LOCAL

OPSEU 560 NEWSLETTER – AUGUST 2018

DOUG FORD: WHAT'S NEXT?

During the early weeks of Premier Ford's administration, Ontario newspapers have been covering him almost with the same intensity as national newspapers report on the sayings and doings of US President Trump. There's a mixture of fascination and fear. What will he do next?

So far the local bull has racked up an impressive inventory of smashed china. He made a mess of local democracy by doing to Toronto what the good people of that city denied him the opportunity to do as Mayor. He's cancelled democratic elections in Peel and York regions to punish both Conservative rival Patrick Brown and Liberal opponent Steve Del Duca. He has also rampaged through the province cutting social assistance, wrecking environmental protections, increasing civilian surveillance with money cut from already underfunded mental health budgets, pandered to religious fundamentalists by trashing sex education, hauled down environmental programs and blundered into the federal refugee debate all before turning the newly-legal marijuana industry over to such private sector dealers as former Police Chief and Harper cabinet minister Julian Fantino.

His loudest alleged victory? "A buck a beer!"

What's next? For starters, minimum wages won't rise anytime soon, but what about the modest improvements for precarious workers in the Fair Workplaces, Better Jobs Act? Will he repeal or just gut it?

Meantime, the Ford information control system and the perennially distracted print and broadcast media are missing something. Remember last Fall's strike by 12,000 college faculty, librarians and counsellors? He has unilaterally cancelled the "Task Force" that Arbitrator William Kaplan established to deal with our unresolved issues: employment equity, academic freedom and the long past due restructuring of college governance. If that isn't a declaration of war on academic employees, nothing could be.

Howard A. Doughty
Steward, King Campus

LABOUR DAY PARADE

We invite you to join us and our colleagues from the other Colleges in celebrating the victories of the Labour movement and in demonstrating that we are united and strong by marching with us in the Labour Day Parade this year.

Bring your whole family and make some noise!

The CAAT-A Flying Squad will also be joining the IATSE picket at the CNE at the conclusion of the parade, and we would welcome your participation.

When: Monday, Sept. 3 at 8:00 A.M.

Where: SE Corner of University Ave. & Dundas St.

March: West on Queen St. to Dufferin St. then south to the CNE.

ALSO IN THIS ISSUE

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LACTATION/BREASTFEEDING ACCOMMODATION AT SENECA

In response to a clearly articulated need among our members, we requested that, along with the Seneca 2020 shuffle, management create lactation rooms on all major campuses, to be accessible to faculty, staff and students. While full-time faculty do have parental leave that addresses the breastfeeding needs of many, not all families are able to take advantage of the full parental leave, and even those who are may continue to breastfeed well beyond the leave. Further, students do not have such a benefit, and would likely utilize such a service.

We will continue this discussion with management, but, in the meantime, management has asked us to convey to our members that the College will be happy to make arrangements for individuals who currently

need access to private, sanitary spaces for breastfeeding/pumping. If you are in need of such facilities, please request this from your manager. If you are uncomfortable speaking directly with your manager, you may instead contact Anastasiya Sychykava, Employee Relations Coordinator, at anastasiya.sychykava@senecacollege.ca.

Please also contact Local 560 Health & Safety Officer Margo Burch at mburch@opseu560.org. Even if you already have some arrangements, we ask that you reach out to Margo, to inform the Local of your arrangements, to help us collect data on the need to address this issue using a long-term approach, rather than on an ad hoc basis.

PARTIAL-LOAD REGISTRY FREQUENTLY ASKED QUESTIONS

We have received many questions from Partial-Load members unsure of how the Partial-Load Registry will operate or unsure of their rights under the Collective Agreement. This FAQ is provided for information purposes, and reflects Local 560's current interpretation of the Collective Agreement. For an official account, please refer to our Collective Agreement, Articles 26.10 D and 26.10 E.

What is the Partial-Load Registry?

This Registry was something that we won in our 2017 strike. Every college in Ontario will need to take this into account when hiring Partial-Load faculty, beginning in Fall 2018. The Partial-Load Registry strengthens job security and seniority language for Partial-Load faculty. The Collective Agreement allows individuals to “register their interest in being employed as a partial-load employee in the following calendar year”.

What does the Partial-Load Registry do?

The Registry requires hiring managers to take into account a number of criteria when hiring Partial-Load faculty. These criteria include your length of service, the courses you have taught, and other eligibility criteria.

What has the Local been doing?

We raised questions related to the implementation of the Partial-Load Registry with the College in March 2018. More recently, we reconstituted, with Seneca management, the Union-College Committee (UCC), to serve as a forum for these discussions. We have met a number of times with management, in search of a common understanding of management's responsibilities under the Collective Agreement. We have discussed many aspects of the Registry, and have described our understanding of how it should operate.

Unfortunately, we and management were unable to come to consensus. HR has shared with us some of what they see their responsibilities to be, though they have not shared how they will fully implement the Registry in accordance with the Collective Agreement.

We have also liaised with other Locals and union representatives to seek the best way forward.

In short, how does the Registry work?

Based on Local 560's understanding of the Collective Agreement:

- The College must first determine a "need to hire a partial-load employee" to teach a specific course;
- You must be on the Registry (*see below*);
- You must have previously taught the course in the department/school that is now offering the course;
- You must be either currently employed by the College or must have been recently employed "as a partial-load employee for at least eight (8) months of service as defined in 26.10 C within the last four (4) academic years";
- You must have the most service of all other faculty who meet the above criteria
- The assignment of the course must not cause you to exceed 12 Teaching Contact Hours per week (the maximum for Partial-Load employees);
- "The offer of partial-load employment is conditional on the college subsequently determining there is sufficient enrolment to warrant the assignment being offered".

What do you know about the College's position?

To date, the College has shared with us only limited information about how they will implement the Registry.

At the moment, we understand that the College will most likely consider you eligible for priority hiring for a course only if you have taught that course in the past four years. (The Union believes that the College is obligated to consider courses that you have taught at any time at Seneca College).

Furthermore, we understand that the College will most likely only consider courses taught under a Partial-Load contract. (The Union believes that the College is obligated to consider all courses taught by Partial-Load Registry applicant, regardless of whether that course was taught under a Part-Time, Sessional, or Partial-Load contract.)

How do I get on the Partial-Load Registry?

For the **Fall term, 2018**, there is only one way to get on the Registry. If you were employed as a Partial-Load employee "for all or part of the period from September 1 to December 31, 2017" then you "will be deemed to have registered for the 2018-2019 academic year". Therefore, if you were a Partial-Load employee at any point from Sept. 1 to Dec. 31, 2017, you will automatically be registered for September 1, 2018 through August 31, 2019.

Going forward, individuals will need to **actively register**. "By October 30th in each calendar year, a currently or previously employed partial-load employee must register their interest in being employed as a partial-load employee in the following calendar year."

Therefore, current or formerly partial-load employees will need to register by **October 30, 2018** if they wish to be registered for the **2019 calendar year (January 1 through December 31)**.

How do I register for the 2019 calendar year by October 30, 2018?

Despite our written and verbal requests, the College has not provided us with an answer.

How far back does the list go of taught courses for which I am eligible for priority hiring?

There is no limitation in the Collective Agreement: it should go back to when you were first hired. Our understanding of the Collective Agreement is the courses that you taught as part-time, partial-load, or sessional should all be treated as your teaching experience for the purpose of your seniority rights. We understand, however, that the College will likely look only at courses taught in the last four years under a Partial-Load contract. This approach may result in grievances.

What should I do now?

If you were a Partial-Load employee at Seneca College at any point from September 1 to December 31, 2017, you are deemed to be on the Registry. Make a list of the courses you have previously taught, and the department or school in which you taught each course. Ensure that you have accurate records with respect to your service at Seneca College, particularly the months covered by your partial-load contracts.

If you believe you have not been assigned Fall 2018 courses correctly, you may wish to file a grievance. We can assist you.

Where can I get records of courses taught, contracts, and amount of service?

Ask your manager to provide this to you, or contact Human Resources.

A course that I taught is no longer offered. What now?

Sometimes courses are discontinued. In other cases, however, courses are reworked or simply renamed. At present, Local 560 has identified the following as courses that we believe should be considered equivalent for the purposes of the Registry:

- EAC 150, now COM 101
- QNM 106, now MBF 100 and MBF 101

Local 560 believes that someone who has taught EAC 150 should be eligible for hiring priority for COM 101, subject to the additional criteria in the Collective Agreement.

Similarly, Local 560 believes that someone who has taught QNM 106 should be eligible for hiring priority for either or both of MBF 100 and MBF 101, subject to the additional criteria in the Collective Agreement.

I think the College may have violated my rights. What do I do?

Your best first step would be for you to request from your supervisor the information that would permit you to determine whether your rights have been violated.

Start by making a list of all the courses that you have ever taught in your school/department, then meet with your supervisor and request a copy of the following (feel free to copy and paste the following list into a written request):

- a) Confirmation of whether Seneca College deems you as included on the Partial-Load Registry;
- b) Confirmation of whether you have met the minimum requirements outlined in the Collective Agreement to be eligible for priority in hiring;
- c) A record of your teaching experience, including total months of service according to Article 26.10 C;
- d) A list of all faculty who have been offered Partial-Load contracts that include any of the courses that you have previously taught in the school/department; and
- e) A list of the total service of all of those faculty members.

You would need this information to determine whether your rights have been violated, and whether you are therefore in a position to assert those rights through a grievance. Your supervisor *must* have access to this information, to apply the Collective Agreement properly, so if your supervisor is unwilling or unable to provide this information to you, please inform us at union@opseu560.org.

OPSEU Local 560

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