

THE LOCAL

OPSEU 560 NEWSLETTER – DECEMBER 2018

WINTER 2019 SWFs

Another round of SWFs has been handed out and we are hearing from across the College that Full-Time faculty have had the maximum amount of work possible placed on their SWFs. This also appears to be happening at other Colleges across the province. We, as faculty, know that we cannot offer our students the quality of education that they deserve if we are run off our feet and exhausted. If you are concerned about your Winter 2019 workload, get in touch immediately with the union representatives on the Workload Monitoring Group at wmg@opseu560.org.

Further, the SWF generally does not take into account the actual workload of grading, especially in writing courses, and the time we are putting into ensuring that our accommodated students' needs are met. In light of this, we strongly urge you to start tracking your time. There are many free apps that can help with this task, and we also have prepared spreadsheets for each task that you do.

ONTARIO GOVERNMENT PASSES BILL 47

Our local has been heavily involved in the campaign to protect Bill 148, enshrined in our Collective Agreement, which included provisions for equal pay for equal work. Unfortunately, despite strong condemnation from across the province, the PC government passed Bill 47 on Nov. 21, which undid most of the progress that Bill 148 had brought. We lost this round of the legislative fight for equal pay for equal work and better labour conditions for all workers.

But the war is far from over. Some significant changes, like 6% vacation pay and the \$14 minimum wage remain in place. Most

IMPORTANT PARTIAL-LOAD REGISTRY INFORMATION!

If you have received fewer than 12 Teaching Contact Hours for Winter 2019, you may be need to [act now to protect your rights](#).

You may be entitled to additional Partial-Load teaching for Winter 2019.

See p. 2 for more information.

You may find this spreadsheet online at: <https://opseu560.org/workload-faqs/workload-tracker/>

You will very likely find that you are easily exceeding the time allocated on your SWF. Once you are able to demonstrate this with timesheets, contact the Workload Monitoring Group (WMG). WMG will review your case in a timely fashion, and can determine a remedy.

importantly, the multi-year campaign to recognize equal pay for equal work, increase the minimum wage, and improve working conditions has had an impact. Across Canada, there is now an activist network pushing for these reforms in all jurisdictions. The campaign has suffered a setback in Ontario, but we remain undeterred, holding firm in the belief that our cause is just and that we, workers, will win out in the end.

Finally, our Collective Agreement includes the obligation to implement Bill 148—regardless if new legislation has been passed since. That means that we will continue to insist that the equal pay for equal work provision in the legislation be applied to our sector. As it stands, we have very strong cases moving through the Ministry of Labour, seeking to demonstrate that contract workers do the same work as full-time workers, so we all deserve to be paid equally.

ASSERTING YOUR PARTIAL-LOAD SENIORITY RIGHTS

If you are on the Partial-Load Registry (either by having been on strike in Fall 2017 or by enrolling before October 30, 2018), then you are entitled to certain seniority rights under Article 26.10 D and 26.10 E of the Collective Agreement, which can be found at opseu560.org.

Specifically, you are entitled to be offered all sections of all courses you have previously taught for the school/department (provided that they do not put you past 12 teaching hours weekly) if:

- a) Your school or department chooses to assign those sections as part of any Partial-Load contract in the Winter semester;
- b) You have taught that course / those courses in the past;
- c) You are currently Partial-Load or have been Partial-Load for at least eight months (as calculated by Article 26.10 C of the Collective Agreement) in the last four academic years;
- d) You have more service with the College than any other person who meets the above three criteria.

In order to assert your rights to priority Partial-Load hiring, please take the following steps:

1. Send a single e-mail to the manager of all schools/departments in which you have taught (with union@opseu560.org cc'd) with the following text:

As indicated by Article 32.01 of the CAAT-A Collective Agreement, I wish to meet within the next week to discuss my belief that I have been denied sections of Partial-Load teaching for the Winter 2019 Semester, to which I am entitled under Article 26.10 of the Collective Agreement.

2. At that meeting, request a written reply within seven calendar days.
3. Your manager may give you a verbal reply, or no reply at all. If you receive a reply that fails to satisfy your complaint, or if you receive no reply at all within seven days of the meeting, e-mail union@opseu560.org immediately for instruction on how to protect your rights by filing a grievance within the following seven calendar days. If you fail to file the grievance within seven calendar days of your manager's reply, you might have difficulty pursuing the grievance at a later date.
4. If you are unsure whether your rights have been violated, follow Step 1, above. **Your future employment may depend on it.**

In order for your manager(s) to demonstrate that they have complied with the Collective Agreement, they will need to provide:

- A seniority list for all contract faculty in the school/department
- A list of all courses offered or to be offered in the school/department
- A list of all courses you have previously taught in the school/department.

If you do not receive this information from your manager(s), Local 560 urges you to file a grievance to protect your rights. Contact us at union@opseu560.org.

COMMUNICATION ISN'T THE PROBLEM

Almost 75 years ago, Canadian novelist Hugh MacLennan wrote *Two Solitudes* – a story about French-English relations. The main theme was intercultural “communication.” Just over fifty years ago, Paul Newman starred in the film *Cool Hand Luke* – a story in which a memorable prison warden diagnosed every problem with the same refrain: “What we have here is a failure to communicate!”

A few weeks ago, President Agnew announced a new employee survey giving us “an opportunity to share [our] thoughts on how we can make Seneca an even better place to work.” The only topic up for discussion was “communications.”

All three missed the point. Cultural differences, prison conditions and life at Seneca are about more than “communications.” Our difficulties aren’t about the efficiency, frequency, tone and texture of information-sharing. They’re much deeper.

Yes, management and academic employees inhabit two different worlds — but we are separated by substantial issues, not communication styles and strategies.

Seneca and the entire college system have adopted a corporate “business model.” Curriculum is commodified. Pedagogy is programmed. Emerging research is commercialized. Teachers are marginalized. And students (now redefined as “customers”) are sold whatever promises to keep the numbers up. Gone are the clear principles of education and training that once defined us.

How to make Seneca better? Administrators should keep doing what they do well, namely administration: paying electricity bills, keeping student files, and schmoozing with pertinent politicians if absolutely necessary. It could then abandon the fetishism of meaningless *metrics*, recognize the wealth of curricular and pedagogical expertise residing in the faculty, and democratize the academic structure. Nothing in the *Collective Agreement* denies the possibility of co-management and the creation of a “college” worthy of the name.

Last year, we won language on “academic freedom.” Organizational restructuring is next. It’s time to get ahead of the curve.

CONTACTING LOCAL 560

You can reach us by phone or email (listed below).

When emailing us, please **use a non-Seneca email account**. It helps us maintain the confidentiality and integrity of communications.

You may find contact information for a particular steward at:
opseu560.org/about-local-560/directory-of-stewards/

OPSEU Local 560

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