



Heads up



Volume 2, issue 2

Brief articles on issues of current importance to our members

November 10, 2003

Brief Facts

- A black eye, in medical terminology, is called a "bilateral periorbital hematoma."
- The word "bozo" derives from the French slang term *bouseaux* (meaning "hick or yokel"). However, *bouseaux* literally means "cow turds."
- Aocdrnig to rschearch at Cmabrigde Uinervtisy, the ored of ltteers in a wrod deosn't mtttaer; the olny iprmoetnt tihng is taht the frist and lsat ltteer be at the rghit pclae. The rset can be a total mse and you can sifll raed it wouthit porbelm. Tihs is bcuseae the huamn mnid deos not raed ervey lteter by istlef, but the wrod as a wlohe. ([Internet/CALM](#))
- **Job interview question** — "If you could have a conversation with anyone, living or dead, who would it be?" Response that won the job — "The live one."

Preparing for job action

Although your negotiating team remains optimistic that a settlement of our current negotiations can be achieved without having to resort to a strike, it is important that we be prepared to withdraw our services if it becomes necessary.

Part of the preparation means being aware of the financial implications of a work stoppage. Under the Colleges Collective Bargaining Act, every person covered by the Academic Collective Agreement is prohibited from receiving any continuation of salary for the duration of the strike. That means everyone in the bargaining unit is on strike and the college is legally prohibited from hiring any scab replacements. Consequently all our pay cheques would stop for the duration of the strike.

Our bargaining unit includes all full-time Professors, Instructors, Counsellors and (although there aren't any at Loyalist) Librarians. It also applies to "Partial-Load" teachers. It does not apply to Sessional or "Part-time" employees.

Although our pay cheques stop, every signed-up member of the Local who actively participates in the strike — i.e. does strike duties — is entitled to receive strike pay.

Current OPSEU weekly strike pay during the first three weeks of a strike is \$125 basic plus \$20 for each dependent. If the strike goes longer, the rates rise to \$200 plus \$20 per dependent.

Locally, the members present at

(Continued on page 3)

Top two seniority members honoured

Don Todd and Bill Campbell were honoured at a luncheon sponsored by the college and held on Friday, November 7, 2003. These two members of the academic bargaining unit, both of whom teach in Applied Science, have the distinction of having stuck it out here for 35 years. They are tied for top line on the seniority list.

President Doug Auld presented Bill and Don each a tasteful combination wall clock and barometer suitably engraved with the details of their milestone.



Don Todd Doug Auld Bill Campbell



Dangerous Things

the chief steward's column

Harry Plummer

SWF's for the Winter Semester

If you teach in a semestered program you should have your winter SWF this week. Furthermore, your supervisor must discuss your workload with you **before** establishing your assignment.

The proper sequence

The collective agreement provisions concerning SWF preparation and delivery are set out in Article 11.02. The first step in the process is for you and your supervisor to discuss the proposed workload. After the discussion, your supervisor then makes a decision about what she or he is assigning to you and puts the assignment on the SWF form.

You are entitled to receive a copy of the completed SWF. The copy must be in your hands at least six working weeks before the assigned work begins.

In recent years, several individuals whose SWF was not delivered on time received significant monetary compensation for the inconvenience.

Subsequent changes

Once you have an SWF for a period, the assignment is essentially certain. Only in rare cases may your supervisor change your assignment. If a change of circumstances gives rise to a need to amend your assignment, your supervisor must consult with you before making any change.

Settling disagreements

If you have any disagreement with your supervisor over the contents of your SWF — whether it relates to the type of evaluation or preparation or perhaps to the time requirements for performing the assigned complementary functions — you have a right to have your complaint reviewed by the Workload Monitoring Committee. Although this can be initiated simply by putting a tick-mark in the appropriate box on the SWF, I urge you to call one of the WMG members and let them know of your concerns.

The WMG members are:

Bernie Belanger Ext 433
Harry Plummer 969-8989
Gord Peck Ext 221

Jack Sontrop Ext 386

The workload monitoring committee has the power to overrule your supervisor and order changes in your workload.

Your rights to refuse

If your SWF shows workload in excess of 44 hours per week, you may refuse — if you are probationary you **must** refuse — to accept the excess.

It is possible to be in overtime with a workload of less than 44 hours per week if you are assigned more than 18 teaching contact hours (20 if you are categorized as “Not-in-Postsecondary”). You may also refuse this excess.

Pay for overtime

If you agree to work the overtime the Collective Agreement mandates that you are paid extra at a rate of .1 per cent of your annual salary for each hour assigned. The amount of overtime a non-probationary teacher may legally agree to do is limited to 3 workload hours or one teaching contact hour per week. To indicate your acceptance you must fill in and sign the “Voluntary Overtime Agreement.”

Class sizes affect overtime

Because class size drives the evaluation factor which in turn strongly affects the total workload, the eventual accuracy of the class sizes initially recorded on your SWF is of considerable importance. In the winter semester this figure should be easy to predict — obviously it will closely resemble the fall numbers after attrition. Nevertheless, if the actual class sizes do not match the estimates, you should consider requesting that the numbers be amended.

Correcting the numbers

Article 11.01 E 3 says you have the right to have your enrolment figures corrected following the last day for students to withdraw from the course — January 20, 2004 — but to have that happen, you must request it after that date. As verified in a recent Workload Arbitration Award, as soon as you request correction the college must comply. Overtime for the semester will then be based on the revised class sizes.

Other limits

There are other limits to the assignment of workload that

Heads UP

OPSEU Local 420— Academic Employees at Loyalist College

Loyalist College Room 2N13
Mail to:
P.O. Box 4200
Belleville, ON
K8N 5B9

Phone: 613-969-8989
Fax: 613-969-8989
Email:

How do you spell respect?

News and Views/LAM 2330/CALM

A teacher injured his back and had to wear a plaster cast around the upper part of his body. The cast fit under his shirt and wasn't noticeable.

On his first day back to work, he found himself assigned to the class with the toughest students in the school. When the students started to misbehave, he asked them to stop, but they ignored him.

Suddenly, a strong breeze from an open window started to make his tie flap. He kept pushing it down but it kept getting flying up.

Finally, out of frustration, he stood up, took a big stapler off the desk and stapled the tie to his chest. Since then, he's hasn't had any problems with rowdy students.



Strike preparation

(Continued from page 1)

the general meeting of October 6 authorized transferring a further \$20,000 to the Local strike fund, bringing the total to \$100,000. This fund will be used to supplement the OPSEU central strike pay if a strike occurs.

Since we have about 150 signed up, active members, the Local strike fund could provide an extra \$100 a week for 6 weeks.

Strike pay is not taxable income, so it is not subject to any deductions.

Arrangements will be made for the Union to pick up the cost of the employee benefits you are enrolled in — life, health, dental, etc. — at no cost to you.

The strike duties that you may be required to perform in order to qualify for strike pay may include picketing, administering the strike headquarters, producing

newsletters, providing child care so someone else can do their duties, and a myriad of other possibilities all of which are determined and assigned by the strike coordinating committee (comprising Local members chosen by the Local Executive Committee) and tailored to accommodate the limitations of the individuals concerned.

Before a strike can be called, a majority of the bargaining unit members must authorize it in a secret ballot vote. This vote will not be held until sometime in February, 2004 and no strike will be called before March.

The negotiating team remains committed to seeking a satisfactory settlement and views job action as a last resort.

For the latest news from negotiations, visit http://www.opseu.org/caat/caat_ac/negnewsindex.htm.

Chief-Steward's report

(Continued from page 2)

you should make use of too. You cannot be assigned more than 4 different courses nor more than 6 sections without your agreement. The reference in Article 11.01D to "shall not be unreasonably withheld" suggests that you should consider what incentive the college could offer you if they wish to assign beyond these limits; the lack of incentive is reason enough to withhold permission.

Even though SWF's have been around for 17 years, many managers still don't follow the rules and some employees still don't know their rights or how to enforce them. I strongly urge you to take the time to carefully review your SWF. If you have any concerns discuss them with your steward **before** you agree to the workload.