



Heads up



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Brief Facts

- Teachers are eight times more likely to be infertile than men with any other job.
- The ancient Mayan calendar lists the end of time precisely at December 12, 2012.
- There is more money being spent on breast implants and Viagra than on Alzheimers research. This means that by 2020, there should be a large elderly population of well built women and verile men with absolutely no recollection of what use to put these to.
- In January, 1995 a District of Columbia judge awarded James Breiner, 54, \$400,000 in damages in his age-discrimination lawsuit against his former employer, a firm that operates cafeterias. According to Breiner, his supervisor had continually made references to his age, including addressing him as an "old fart."
- If it weren't for the stress, I'd have no energy at all.

Brief articles on issues of current importance to our members

Strike vote February 17. Team chair to visit February 9

For the sixth time in our bargaining unit's history we are being asked to support our bargaining team's call for a strike mandate. Only twice, 1984 and 1989, was that mandate exercised. In the other three instances, a satisfactory settlement was reached without a work stoppage.

There is no guarantee that a settlement will be reached again without a strike, but the likelihood is greatly enhanced by a strong mandate. Without a strong mandate, your team may not be able to bring these negotiations to a satisfactory conclusion. Management will see a weak strike vote as support

for their proposals — one-on-one bargaining, the restricted drug access, etc.

Your vote in favour of the mandate sends a very different message. One that shows both rejection of management's proposals and support for membership demands for meaningful changes to the workload formula, salaries that keep pace with our comparator groups, and significant improvements in our job security.

Local 420's polling station will open at 9:00 a.m. in the foyer of the Kente Building. It will remain open until 3:00 p.m. All full-

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College bemoans funding, does nothing to resolve root cause

On January 15, Harry and Bernie attended a "presentation" by John Rigsby, Loyalist's Vice-President – Finance. The topic was how the college was going to plan to live with a budget shortfall of 1.5 million dollars (3 per cent of our total budget.) Well, here we go again, planning to accommodate underfunding rather than fighting for funding improvements.

Paul Wall, a former Local 420 President, used to say – "Never mind what they're saying, what are they doing?" That accurately portrays the thought processes behind the ever shrinking funding provided by the Ontario government to the college system – underfund the colleges and, if the colleges cope with it, do it again next year.

The inadequate funding approach began in the early 1970's. And, with the sole exception of the 1986 support provided to finance the introduction of the workload formula, funding has failed to keep pace with the academic needs of the colleges ever since.

Although the college presidents speak about the need for more money, their history consistently has been to accommodate the inadequate funding and simultaneously claim that the system still works as well as it ever did. Primarily, they have relied on short-changing our students — cutting hours of instruction and increasing class sizes. They have also learned to bend and break our

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President's Report

by Bernard Belanger

Remembering the Strike of '89

I had just started working at Loyalist College in August of 1989. I was excited to be starting a new career; excited to be teaching subjects that I had great interest in; excited that I was embarking on a new phase in my life. My wife had just started a new career also. We were both on probation and had two young children at home. To borrow from Dickens, "It was the best of times, it was the worst of times"

I had left a promising career with the Correctional Services of Canada (CSC) to come to this wonderful college. I graduated from Loyalist College, I am proud to say, in 1977. As a young man, it had been my dream to one day return to Loyalist to teach and, when the teaching position came open, I jumped at the opportunity, singing with joy all the way from Kingston (I have since come to my senses... about Belleville that is). Life was good. The stars were aligned. There was peace in the valley. Or so I thought. Two months later college faculty across Ontario voted in favour to strike. I had never been on strike in my life. With the CSC I was designated as a peace officer, ordered by statute to uphold the law - to be an example of good citizenship. Striking was alien to my sensibilities.

I can clearly recall my dilemma. To strike or not to strike, that was the question. I had been working at the College for only two months. I had no allegiance to the Union; indeed, my allegiance was with my employer who had hired me to work at this wonderful place! The Union had made an argument that wasn't fully supported by the membership. Many teachers

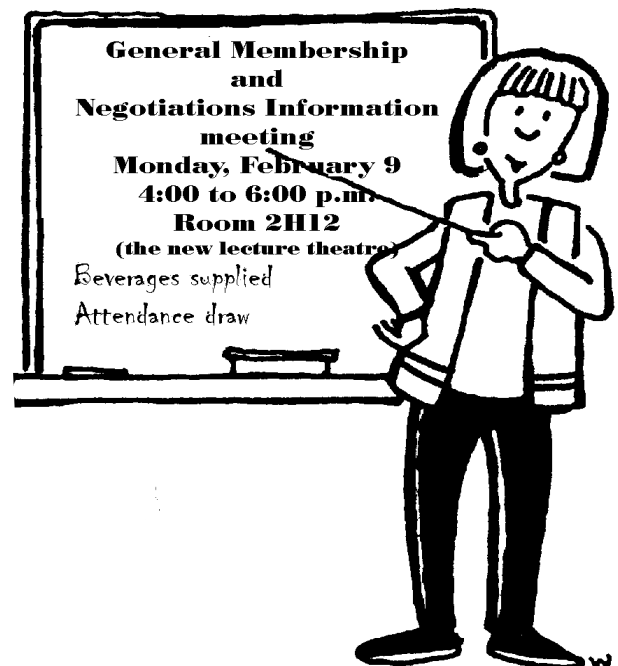
thought that striking was not an effective solution to management's proposed contract. Surely, further negotiations would bear a mutually satisfying decision. It was not to be. The strike vote went forward and the outcome created more controversy. Faculty had voted 54% in favour to strike. Our negotiating team decided to

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push forward and out we went. We were out for 4 and a half weeks. This was not good!

A friend of mine from Kingston who dabbled in real estate suggested that when I moved to Belleville, I should buy the biggest newly built house I could afford, live in it for a year then flip it, and make a killing. I decide to do this. I listened to a dabbler, completely disregarding the Belanger family motto. "Cogito ergo inopia sum." I think therefore I am in poverty." In two months I was without a paycheck. In six months the real estate market collapsed and my expensive house wasn't worth what I had paid for it (but that is another story). Yet, although financially times were bleak, my family and I made it through without too much wear and tear.

I learned an important lesson from that strike. I learned that the Union is concerned about my welfare, my job security, my benefits, my family. I cannot say that with certainty about the College. My best interest rests with my Union and the support that I have from the Union to ensure my collective agreement rights will not be repealed. I voted to strike in 1989. It was a frightening time, and with 14 years of hindsight, it was the right decision. I do not go blindly into this strike vote. I have made my concerns known to the negotiating team, but I trust them to make the right decision. They were right in the past, I trust they will be right in the future.



The letter below came to the negotiating team from a member who only recently began her career as a college professor. Like many of our members, she has fears and reservations about supporting our team's call for support for a strike mandate:

To the CAAT (A) negotiating team

I have been reading the negotiation bulletins regularly and with great interest. I wasn't teaching in the college system when the workload management gains were made so I have no idea about what life was like before. I have been assured by my colleagues who were around then that losing this would be a truly unfortunate situation.

That being said, I can find nothing in our "demands" that, for me personally, is worth striking for. I agree that workload management is an important issue and, having come from the world of nursing and nursing education, know from that dimension how workload impacts the quality of work done. This seems to me to be an ongoing issue for discussion and resolution rather than one that can be locked in for indefinite periods of time. Workload is such a complex issue that I don't understand how it can be left until contract negotiations are begun to discuss it.

Some of my concern, too, derives from the fact that I am the sole supporter of my household. A strike will be devastating financially to me, even for a short period of time. I hope that we will be able to reach a mutually acceptable solution SOON that will prevent the need for strike action. Those of you who are negotiating on our behalf need to remember that there are real people who will be impacted by a strike while you are arguing for a principle.

I will hope for a speedy resolution to the situation.

Signed by a union member

Voting arrangements

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time instructors, professors and counsellors as well as partial-load instructors and professors are eligible to vote.

A list of eligible voters is posted on the union bulletin board by the entrance to the cafeteria. Please check to see that your name is there. If it has inadvertently been left off the list, contact the union office.

A general meeting to discuss the status of negotiations will be held on February 9. Ted Montgomery the chair of the union negotiating team will be present. He and our local team member, Harry Plummer, will give us an update and field questions from the membership.

Ted Montgomery's reply to the union member

I assure you that the team -- who are all teachers too, elected to bargain on behalf of us all -- is aware of the reality of a strike and the hardships that it generates. We too will be on strike and unpaid if that comes to pass. The union structure has made some provisions for situations where individuals are especially hard hit and you should certainly use those if we indeed do get to a strike.

It is my own view that a settlement should be possible without a strike. Unfortunately however, management has yet to table an offer that comes close. It may be that they, as in previous years, want to see the actual interest of the faculty in support of their positions -- to see that by way of a strike vote result. While I understand that, I do not think it is a sound negotiating approach. A strike vote is the only tool available now to the faculty to advance their positions for settlement. Oddly enough, in many ways a strong strike mandate lessens the likelihood of a strike. Certainly narrow support increases it.

Will we be on strike? I can't say. I certainly hope not. But to reject that option leaves us with the existing contract unchanged. No improvements to salary at all, to workload, to staffing issues, to anything. And the membership has been crystal clear that the components of the current management offer, including several takeaways, are unacceptable. So that's not an option. Using the avenues and mechanisms available to them, the faculty has little choice but to put pressure on management and on the government to table a fair offer of settlement.

Workload is a key component of just about all public sector teacher contracts. For us, the direct relationship of workload and quality is central to our discussions and efforts. The faculty strike in 1984 was primarily over workload and quality. Even the ACAATO presentation to the government (available through their website) acknowledges the decline in quality and service over the last decade. We cannot afford not to do something to stop this decline.

The faculty team will continue to meet the management negotiators as frequently as necessary in our efforts to reach a fair settlement right up until March 3rd and thereafter as well.

We share your hope for resolution and hope further that you see that this is the goal we are trying to reach.

Ted Montgomery,

Heads UP

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McJob

Labor Notes/CALM -

The word "McJob" is officially part of the English language. Merriam-Webster's Collegiate Dictionary defines a McJob as "low-paying and dead-end work." McDonald's spokespeople disagree, noting that "more than 1,000 of the men and women who own and operate McDonald's restaurants got their start by serving customers behind the counter."

Budget presentation

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collective agreement. The result is a system that is nowhere as good as it once was — a system that delivers a watered-down education using a faculty that is seriously short of full-time professionals and reliant on last minute hiring of "warm bodies" willing to work for exploitative wages. The sad part is that so few of today's students realize how inferior their treatment is compared to the students of one generation earlier.

This is the "what they are doing" that supports the governments' funding decisions and has led us to the significant decline in the quality of the education we are able to provide.

Recently, the Association of Colleges of Applied Arts and Technology of Ontario (ACAATO) has begun actively lobbying the government for improvements in funding (see "Investing in Ontario's Workforce" on ACAATO's website — www.acaato.on.ca) Interestingly, many of their arguments support faculty's

bargaining demands. For example, on page 12 of their document they observe, "Improving the quality of students' educational experience, establishing consistent curriculum delivery and ensuring consistent assessment of student achievement require new resources to hire additional full-time faculty and staff."

I urge you to read ACAATO's document and then consider whether Loyalist administration's intention to accommodate the projected deficit supports or denies ACAATO's initiatives.



Bergman case finally over

When the Ontario Court of Appeal denied Loyalist College's appeal of the Bergman Award we thought the dispute was resolved. But Loyalist took the almost unheard of step of requesting the Supreme Court of Canada to hear their appeal of the decision.

Loyalist administrators appear still to be smarting over the July, 2001 reinstatement of Sherri Bergman by arbitrator Stanley Schiff. Sherri had been dismissed from the college for failure to comply with a pre-employment undertaking she gave the college to engage in furthering her education. Schiff ruled the undertaking invalid because no employee can negotiate a condition of employment; that

right belongs exclusively to the Union as the sole bargaining agent.

By denying the appeal application, the highest court in the country has affirmed that any pre-employment agreement that establishes a condition that must be met to continue employment is invalid unless it has been negotiated between the employer and the union.

If you are a probationary employee who has entered into any such similar understanding with Loyalist College we urge you to share this information with the Local so we can advise you on its standing.