
THE BOTTOM LINE

ALL THE NEWS FOR OPSEU LOCAL 420

No. 8

Wednesday 15 Mar 2006

SUPPORT FOR FACULTY FROM SECONDARY SCHOOL TEACHERS

TO: CAAT Academic Local Presidents
FROM: Ted Montgomery, Negotiating Team Chair
DATE: March 13, 2006
RE: UPDATE

CAAT Academic
Negotiating Team

I spent some time on the weekend attending the OECTA [Ontario English Catholic Teachers Association] Convention on Saturday and OSSTF [Ontario Secondary School Teachers Federation] AGM on Sunday.

It was moving and heartwarming to receive a standing ovation from the secondary school teachers, who are fully in support of our cause and our strike. That ovation was for all of us – for every college faculty member fighting for quality.


OECTA's staff union gave us \$1000 for support. OSSTF had already collected over \$3300 just by passing the hat on their convention floor. As it is March break, many teachers told me they would be joining us on our lines sometime this week.

We have clearly won the media over to the real issues. Of course, they have to report management's views too, but in nearly every report our position gets highlighted first. This is largely because faculty local leaders are on the air in every corner of the province, establishing the truth and setting the record straight.

Every college remains strong and fully in support of the issues we are fighting for. The faculty team is ready to go back to the table immediately as soon as management is prepared to get serious about settlement.

Ted Montgomery, for the team



WHAT'S INSIDE?			TODAY'S WEATHER	
Teachers Voice Support	1		High	3°C
1. Living On The Edge	2-3		Low	-4°C
2. Living On The Edge	4-5		Condition	Isolated Flurries
Web Survey and Log	3, 5		P.O.P.	30%
<i>Labour Pains, Su Doku</i>	6		Wind	NW 35 km/h

I. LIVING ON THE EDGE

Rights for Non-Fulltime Faculty

By Robin Keller

An interesting article appeared in the Toronto Sun on August 22, 2005, with striking similarities to the issues faced by many College partial-load, part-time and sessional faculty. These issues are not unlike those that faced CBC employees in a lockout during the summer of 2005. Joe Fiorito's article (August 22, 2005) describes many of the management practices that 'keep employees living on the edge'.

Fiorito identifies contract work as an issue at CBC, also a major issue for partial load, part-time, and sessional employees hired by Colleges. The CBC argues that with "more workers on contract, it will have the flexibility necessary to survive in the modern broadcast environment". But according to Fiorito, the CBC already has the

ability to hire workers on contract for pilot shows, special projects, and so on. Flexibility really means CBC wants the right to drop any producer, associate producer, researcher or host who is hired on contract without an explanation. It also allows them to use 'cheap labour' – those for whom no benefits are paid. Sounds familiar, doesn't it?

Ontario is the only province in Canada to bar part-time college support staff and faculty from joining a union. This is despite recognition by the United Nations that the ability to organize for collective bargaining is a fundamental democratic right (*Source: OPSEU*).

Everywhere else in Canada part-time college workers have the fundamental

right to collective bargaining. At Ontario's universities and school boards, comparable part-time workers have long enjoyed the rights and benefits associated with union membership. OPSEU represents many of them.

These workers represent a labour pool that is paid less, given fewer benefits, suffers poor working conditions and can be easily dismissed. These are precisely the reasons part-time college workers should have the right to organize.

Canada is a strong advocate of human rights abroad, and has signed many international agreements that call for workers' democratic rights. While we

applaud Canada's role in advocating these rights in other countries, the federal government should be ashamed of the present situation in Ontario.

Ontario's Minister of Training, Colleges and Universities, Chris Bentley, needs to make these workers a priority during reforms. The Labour Minister, Steve Peters, also needs to make legislative changes to end the discrimination against these and other excluded workers. Nobody should be a second class worker!

Contact your Ministers today to voice your support for partial-load, part-time, and sessional faculty.

Premier	Minister of Labour
<i>Dalton McGuinty</i>	<i>Steve Peters</i>
Dalton.McGuinty@premier.gov.on.ca	speters.mpp.co@liberal.ola.org
Minister of Training Colleges and Universities	Local MPP
<i>Chris Bentley</i>	<i>Ernie Parsons</i>
cbentley.mpp.co@liberal.ola.org	eparsons.mpp.co@liberal.ola.org

JOIN THE ONLINE SURVEY

OPSEU ONLINE has a form for faculty to tell everyone about the challenges they face in the classroom. Go to www.opseu.org and look for the survey link. Fill out your information in the form, then see the survey results (link at the bottom of the survey form) and write-ups input by colleagues from around the province. It's a great way to get YOUR story out!

II. LIVING ON THE EDGE

Sessional and Partial-load Duties

By Shirley Wasson

During the process of getting ready for the strike it amazed many of us, who assisted in the process, how many employees working for the College were not sure if they were hired “Partial- Load” or “Sessional”! And, for many who *did* know their category, they had no idea of the difference between the two categories, and they did not bother to ask.

“A “*Sessional*” employee is defined as a full-time employee appointed on a sessional basis for up to 12 full months of continuous or non-continuous accumulated employment in a 24 calendar month period. Such employees may be released upon two weeks’ written notice, and may resign by giving two weeks’ written notice.” (Collective Bargaining Agreement (CBA), September 1, 2003 - August 31, 2005). There are no salary range guidelines for sessional teachers in the agreement, so they can expect to be paid less than partial-load teachers.

The definition of sessional duties was originally added to the contract to assist the college when a full time teacher had to be away for an extended period of time, up to a year. The absence could be for surgery, having a baby, having a heart attack, etc. *It was never meant as a routine way to hire staff!* If you required an employee longer than one year, then full- time people should be hired.

“A “*Partial- Load*” employee is defined as a teacher who teaches more than 6 hours per week, and up to and including 12 hours per week, on a regular basis. Partial- load employees shall not receive salary or vacations, but shall be paid for the performance of each teaching contact hour at the hourly rate in accordance with article 24.04. The hourly rate is outlined in the collective agreement.” (CBA).

Have you ever heard part-time or sessional employees discuss how their feelings change between the time they receive a contract, and by the time the contract is completed?

Case Study

Lets take a nursing professor who is hired to do 14 hours of clinical work per week – that is, 13 hours working in the clinical area, and 1 hour to collect the assignment.

Contracts may read something like this:

Your salary will be _____per hour. As part of this assignment you are expected to guide and evaluate students and participate in meetings which address course expectations or the progress of the students you are teaching.

Do employees understand that, when they sign their contract, those same 14 hours include:

- Time needed to write clinical notes and reflections at the end of the week on the 8-12 students assigned;
- Time needed to correct assignments such as “care plans” (usually 15-20 minutes for each one);
- Time needed to conduct mid-term evaluations, and at the end of the semester time for final written evaluations, if you are assigned students for the full semester;
- Time needed to meet with each student to give them individual feed back;
- Time needed to conduct final evaluations at the end of every seven weeks, if you are assigned seven-week blocks;
- Time needed to deal with students with learning disabilities, weak students, students with personal problems, students with English as a second language;
- Time needed to hold extra meetings to meet with students who are having difficulties to discuss progress and learning plans. Failing students must be given due process;
- Time needed for meetings or phone calls with the coordinator to discuss student progress?

Consider the list above and then you decide how may hours sessional or part-time teachers work per week. Now you may understand why part-time employees say they are working for minimum wage even though on paper they are making *big bucks*!

VISIT THE ONLINE STRIKE WEBLOG

OPSEU ONLINE has a strike weblog going that could be your connection to the latest news during the strike. Visit the weblog daily at www.opseu.org.

LABOUR PAINS

Courtesy Carol Simpson Productions © 2002. Reprinted with permission of the artists. Visit their website for more workplace cartoons, www.cartoonwork.com



*"Let me know your vacation preferences
so I can arrange the usual scheduling conflicts."*

Su Doku

If you've never tried one of these puzzles before, here are the rules. A puzzle is complete and correct when: each row and column have the numbers 1-9, and each demarked box has the same. No number may be used more than once in any row, column, or demarked box. Good luck!

				5				
3	2		4		9		6	5
	7						1	
	4	7		8		6	3	
			5		2			
	6	9		4		1	5	
	1						8	
8	3		6		7		4	9
				2				

Source: The Times
Su Doku #4

KEEPING IN TOUCH

Local 420 President Bernie Belanger is available to speak to, or visit with, all members of the media and general public, daily during weekdays, 8:30 am – 9:30 am, at Local 420 Head Office. At other times of the day, join him as he walks the line, or phone him at the number listed below. When you need the facts, go to the source!

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Lorne Thompson	(613) 921-1213	lorne@ opseu420.org

WE'RE ON THE WEB!!

As requested, all of our newsletters are available as .PDF files for the World to read! Missed a copy due to the rain? Not on the strike line some day? Want to see our promotional leaflets (available as .PDFs soon)? Log-on to the Web, go to *www.opseu420.org*, and follow the links.

P.S. Check your e-mails regularly!