
THE BOTTOM LINE

ALL THE NEWS FOR OPSEU LOCAL 420

No. 11

Monday 20 March 2006

NEGOTIATIONS RESUME THIS MORNING

PLUMMER REMINDS LOCAL 420 THE END IS NOT NECESSARILY NEAR!

Contract talks between OPSEU and Ontario's colleges are set to resume today at 9:30 a.m.

The news came after management and the union met Friday morning (in separate meetings) with Chris Bentley, Minister of Training, Colleges and Universities.

"We hope that management got the message from the rallies [on March 16], both our rally and the students' rally," said OPSEU bargaining team chair Ted Montgomery. "We hope that they got the message from the Minister, and we remain optimistic that they'll put a serious and reasonable offer on the table."

The union was prepared to resume talks today, but management proposed Monday, Montgomery said.

"We're willing to meet all week if negotiations are progressing," he said. "If there's no new offer, then obviously they haven't got the message yet, and even greater government involvement will have to be brought to bear."

Referring to management's "semester completion strategy" to save students' semester, Montgomery said, "We say there is a semester completion strategy: settle. And that's done by dealing with the quality issues."

Harry Plummer, Chief Steward of Local 420 and CAAT Bargaining Team member, phoned Communications Coordinator, Wally Rendell, from Toronto Friday night. He wanted to remind all members of Local 420 that preliminary meetings such as the one this morning are only a small step in what is likely a slow process. He urged high attendance daily on the strike line to show our resolve and unity.

Source: OPSEU Online, March 17 2006



A Simple Analysis of Percent Annual Salary Increases of College Presidents

By Wallace Rendell — Money is a sensitive issue during contract disputes. College management influenced some of the public during this dispute by implying we'd all be earning \$94 000 for 14 hours of work per week with the salary increases they were offering us. No matter what we do or say 'Stan from Ompah' and 'Marge from Oshawa' will take those numbers with them to the grave.

We're asking for 4.0% in each of two years...we were asking for 4.1% until the last five days of 'negotiations'. This demand is meant to cover cost-of-living increases, and take us a step closer to the high-salary point long-ago prescribed as proper for college faculty. We're \$16 000 below that level now...we'd be approximately \$13 000 below that level with the new contract we want.

College management maintain there's no money for such a salary request, nor for more full-time faculty. Well, how does our percent annual salary increase request compare to that of,...say,...College Presidents? They are not an official comparator group, but the magnitude of their annual salary increases are interesting to consider.

Freely available to all through the Ontario Ministry of Finance are public sector salary declarations, reported annually from 1997 to 2005 (for the fiscal years 1996 to 2004), for all those earning over \$100 000. By the numbers, then...

1. In eight years, the average annual salary of Ontario College Presidents rose from \$122 076.53 (1996, N = 21 presidents) to \$205 572.57 (2004, N = 24 presidents). This is a 68.4% increase, at 8.5% per year, and is also an *underestimate* because three Presidents earned less than \$100 000, and so their salaries are unknown.
2. At 10 colleges, the same President presided from 1996 to 2004. The average percent salary increase for these managers was 77.3% (range 37.8 – 108.7%). *The average annual percent salary increase was 9.7% (range 4.7-13.6%).*
3. For each of the 24 colleges one President was chosen for analysis of change in salary during his/her tenure. Most had 2-8 years worth of salary changes; only one had one year. The average percent salary increase during the tenure of these managers was 55.3% (range 1.8 – 108.7%). *The average annual percent salary increase was 11.9% (range 0.9-33.9%).*

Percent Annual Salary Increases

Of particular interest to us here at Loyalist College, during a period of significant decline in the number of full-time faculty at the College (-37%), Past President Douglas Auld's salary rose 62%, from \$114 178.00 to \$184 734.48.

Theirs are high salaries indeed, no question. Consider President Sorochinsky in 2004, for example, earning \$267 353.96 at George Brown. President Tibbits' (Conestoga) annual salary went from \$123 894.00 to \$258 562.50 in just eight years!

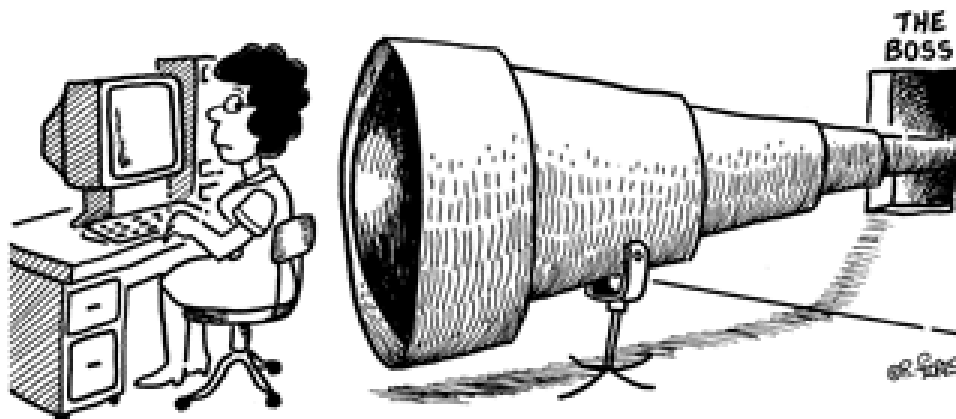
However, the absolute values of President's salaries should be of less interest to the public than the annual *percent* salary increases. While Boards of Governors feel that President's deserve approximately 10% annual salary increases, *surely* the front-line people...the faculty...the ones that do the *real* work that make capable and competent graduates at our institutions...*SURELY*, we're worth a salary increase that's 2.5 times *lower* than a President! After all, in his commissioned report, Bob Rae concluded that the state of Ontario Colleges has declined significantly *during the very period these Presidents have been earning such significant increases!*

*Source: Ministry of Finance, Province of Ontario
With contribution from Brenda Wall, OPSEU Researcher*



LABOUR PAINS

Source: www.calm.ca



Faculty Commentary

Strike a Product of Years of Poor Investment in Education

"There are many ways to look at the current strike in Ontario's Colleges. Certainly 150,000 students and 9,100 faculty want to be back in the classroom. The administration of the colleges and the McGuinty government want them in the classrooms. On that they all agree. So is it really a difference of a fraction of a percent in salary, a re-tabling of an earlier offer, or whether there is an average of 25 or 29 students per class? I have taught in two Ontario Colleges, spanning more than 25 years, and I think it has given me another perspective. I remember what my classrooms were like before the first strike, back in the early 80's. There were no limits to the number of students in class, and on occasion the floor was used as seating space.

That strike brought the colleges something called the Standard Workload Formula - multiple controls on class sizes, courses and sections taught, etc. It meant that I had time to remember names, to meet students in my office, to develop new teaching material. The college culture subtly changed from one of training to one of learning. But year by year, incremental deterioration eroded those gains in education. This was especially so the year college administration and faculty call the 'meltdown'. Although the 18% of faculty named to be laid off at my college that spring was reduced somewhat, the money had to come from other places. User fees grew, library budgets were slashed, resources for students disappeared. This was not unique for colleges. Elementary and high schools suffered similar fates. All education systems were under attack, and were injured badly.

It will take resources to heal an injured system. The Rae Report documented the wounds. This strike did not happen because a year of negotiations failed. It has been festering for much longer. The pendulum swing may start to change. This strike is a test to see if Ontario believes that we should have well educated students.

Gary Warren

Faculty, DSW Program

Director, QUEST Internacional



Faculty Commentary

Fewer Sections + Larger Classes = Decline in Quality Education

Our programs have had significant hours cut from them in cost saving measures over the past decade. In Justice Studies students have only 18 hours a week to cover the same curriculum we had 25 hours a week to cover in the past. All programs were required to reduce the weekly contact hours and the impact has been profound — the students pay more for less. More and more work is downloaded on the students as independent study, which has had a negative impact on both teachers and students.

Today's students are very different than students in the past — they are stressed — they work more hours (20, 25 and even 30 hours a week is not unusual), they have more disabilities, more are parents, and with only four years of high school they arrive with fewer basic skills (e.g., writing). Placed in large classes — I've had as many as 84 and most of my classes are about 60 — the students sit quietly and passively; it is so hard to get them to interact in large sections. Student-centred activities are very difficult or impossible in such large groups. Evaluation methods, such as weekly quizzes, debate, class presentations or journal writing are not possible when we have 200 students a semester, so we use multiple choice and lecture — methods not conducive to applied education. Students have lost the opportunity to develop critical thinking and written communications skills when we are forced to revert to multiple choice testing. Even the most dedicated teacher cannot mark 200 quizzes or journals weekly (trust me I've tried), yet in the past our students benefited from weekly evaluation and active learning. When I transferred to Justice Studies in 1993 we had 5 sections of first year students, now we have 3 with more students. I had 79 students in my Applied Psychology class last semester and had to revise the methodology for teaching and evaluation because of the large class. I had less than three feet between the front row of desks and the blackboard — the kids were jammed into the room, not an empty desk. Because I had other sections of students, I was unable to learn all my students' names by the end of the semester. So much for the "small college experience." What I wouldn't do for a class of 35 or 40!!

Well, what I am doing is walking the line. It's cold and windy and wet, and I'm not 25 anymore, but this strike is about the most important principle of adult education — providing a learning environment in which the students can learn the skills and knowledge they need for future employment and lives as citizens. The reduction of class size and regaining hours cut from programs are essential if we are to provide quality education. Our working conditions *are* the students' learning conditions; we deserve better.

Pat Dockrill

Justice Studies

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!

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

Source:
www.free-
sudokus.com

WEATHER ON THE LINE

The forecast for the week suggests a warming of temperatures, increasing cloudiness, and a calming of winds. Dress for intermittent precipitation.

5-Day Forecast	TUE MAR 21	WED MAR 22	THU MAR 23	FRI MAR 24	SAT MAR 25
					
HIGH	-1°C	-1°C	1°C	3°C	3°C
LOW	-9°C	-7°C	-6°C	-1°C	0°C
CONDITION	Cloudy Periods	Flurries	Cloudy Periods	Cloudy	Cloudy
P.O.P.	10%	40%	30%	30%	30%
WIND	NW 20 km/h	NW 25 km/h	N 15 km/h	N 10 km/h	N 5 km/h

Source: www.theweathernetwork.com

Updated : 19 March 2006, 14:55 EST



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!

Local 420 Address

205 North Front, Suite 1; **E-mail:** union@opseu420.org; **Fax:** (613) 966-7933

Person	Phone	Email
Bernie Belanger	(613) 391-9236	bernie@opseu420.org
Wallace Rendell	(613) 847-7134	wally@opseu420.org
Harry Plummer		harry@opseu420.org
Eugene Tay	(613) 242-3949	eugene@opseu420.org
Robin Keller	(613) 398-7419	robin@opseu420.org
Shirley Wasson	(613) 962-6495	shirley@opseu420.org
Wayne Boicey	(613) 968-8906	wayne@opseu420.org
Lorne Thompson	(613) 921-1213	lorne@opseu420.org

WHAT'S INSIDE?

Negotiations Resume	1
Annual Salary Increases	2-3
<i>Labour Pains</i>	3
Commentary – G. Warren	4
Commentary – P. Dockrill	5
<i>Su Doku</i> , 5-day Forecast	6
Keeping in Touch	7

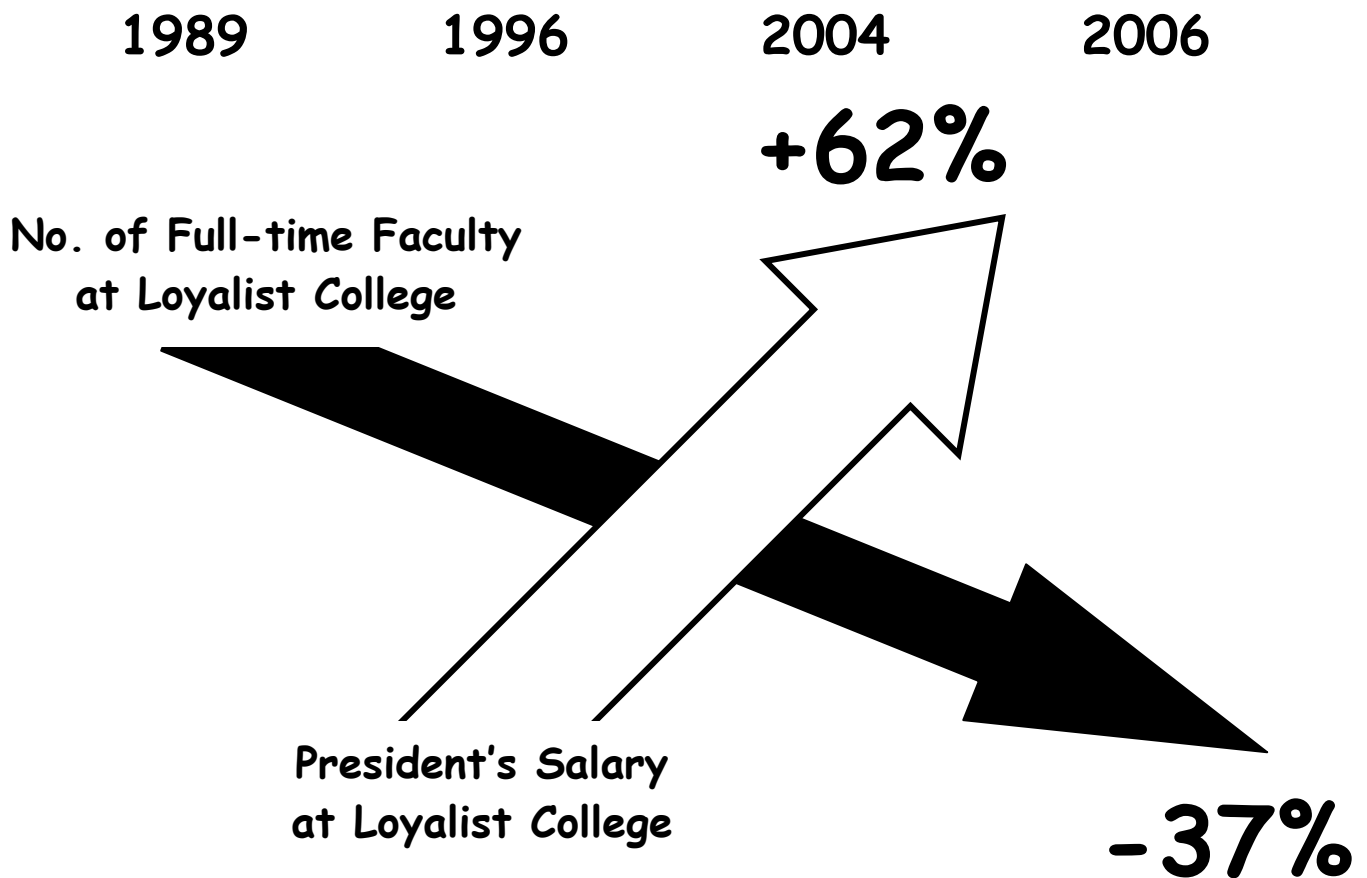
TODAY'S WEATHER



High	1°C
Low	-9°C
Condition	Cloudy periods
P.O.P.	5%
Wind	NW 15 km/h
Feels Like	-3 to -16°C

5-day Forecast on page 6

College Management: "Sorry,...we have no money to hire full-time faculty"



No money? Really!

Faculty and Bob Rae want more full-time faculty hired!

Premier Dalton McGuinty is investing in it!

Students and the Ontario public are counting on it!

Dalton.McGuinty@premier.gov.on.ca

cbentley.mpp.co@liberal.ola.org