

Newsbreak

Volume 20, Issue 4

April 2010

Let the Sunshine In

by Arthur “Two-Sheds” Jackson, Slumber College Correspondent

The right –wing pundits in this province just love this time of year and not because of “March Madness” or baseball spring training. They love it because the Government releases the so-called “Sunshine List” of provincial and civic workers who rake in greater than \$100,000 a year in salary. They can complain about how overpaid some public service workers are and how much taxpayer’s money is wasted.

For me, your humble scribe and teacher of the college masses, it offers a chance to see how much my bosses are earning (and some of my colleagues who made the list). The list makes great fodder for conversations around the photo copier. This year is different though. I remember

all too well the rhetoric from the College’s bargaining team. “We can’t afford to pay them what they are asking – there is no money for 3% increases.”

Look what I found in the “Sunshine List” when I compared the wages of the senior management of Humber College for the years 2008-09 and 2009-10. These guys and gals are good. They managed a 12.34% increase over one year during a time of recession. Remember all of the “hand-wringing” and fretting over us, miserable teachers, asking the Government for too much salary?

Even with the recession, the sun seems to shine brightly on some! ☀

Humber College Management Salaries and Increases

Name	2008-2009 Salary	2009-2010 Salary	\$ increase	% increase
John Davies	341,205	375,569	34,364	10.07
Michael Hatton	235,939	265,373	29,434	12.48
Rani Dhaliwal	220,608	250,323	29,715	13.47
John Mason	220,608	250,323	29,715	13.47
Pam Hanft	182,183	204,346	22,163	12.17
William Hanna	182,183	204,346	22,163	12.17
Rick Embree	167,462	202,964	35,502	21.20
Deb McCarthy	166,297	187,315	21,018	12.64
Kathleen MacMillan	160,796	174,594	13,798	8.58
Alvina Cassiani	155,604	173,278	17,674	11.36
Denise Devlin-Li	150,722	164,149	13,427	8.91
Alister Mathieson	138,987	155,119	16,132	11.61
Average % increase				12.34
<i>The salaries do not include taxable benefits which vary from \$391 to \$13,992</i>				

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Have you heard?

by Sylvia Ciuciura, Newsbreak Editor

There is a new contract which now requires discussion of the evaluation factors for your courses between faculty and the associate dean. The results of these discussions will directly influence the environment in which faculty teach and evaluate students. How will you participate in these discussions?

A new 2010-2011 Business Plan was presented to the Board of Governors in March and to Academic Council in April. The plan has four Strategic Plan Priorities. Each priority has a number of quantifiable and measurable outcomes. These priorities will provide specific goals for our managers and influence how they structure our learning environment. Do you have a clear picture of what our managers want to achieve?

I encourage you to review the new contract and the Business Plan in the same way as we ask students to pay attention to the course outline as they will have direct impact on your daily workload.

We will be discussing both of these issues in the May NewsBreak.

Stay informed with Newsbreak and the OPSEU Local 562 Website, www.humberfacultyunion.org.



NewsBreak is a publication of the Humber College Faculty Union, OPSEU Local 562, intended to provide information and stimulate discussion. We invite your participation and welcome your contributions. All articles and letters should be signed, though in some circumstances the author's name will be withheld upon request. We encourage thoughtful discussion that respects human rights. We reserve the right to edit for libel, length, and clarity.

Articles reporting on union business will be signed and will include the author's position of responsibility in the local. Where an article has the author's name only, the views are those of the author. You may email the editor: sylvia.ciuciura@humber.ca or drop materials at the Faculty Union office - H109, North Campus, ext. 4007.

OPSEU Local 562 Stewards and Officers

President - Orville Getz
1st Vice-President - Paul Michaud
2nd Vice-President - Catherine Marrion
Interim Chief Steward - Audrey Taves
Interim Treasurer - Sylvia Ciuciura
Secretary - Audrey Taves
Allan Bradstreet
Allan Guttman
Larry Horowitz
Maureen Hyland
Rick Law
Donna Miller
Bernie Monette
Joey Noble
Gene Rychlewski
Leo Smits
Paul Suda
Yuri Sura



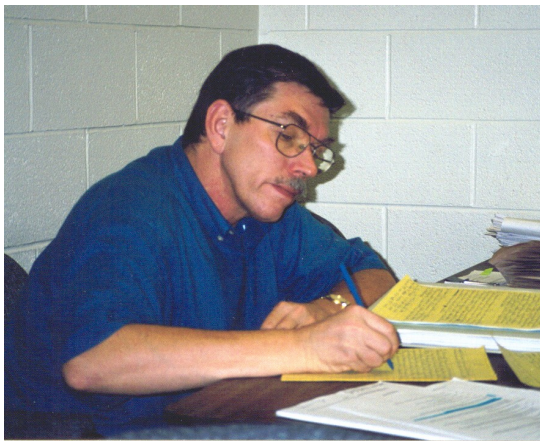
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President's notes

by Orville Getz, OPSEU Local 562 President

Elections for Stewards and Officers

The term for all current stewards and officers of the faculty union expires on May 31, 2010. Stewards are nominated and elected by the members of their own school, division, campus location or occupational classification. Elected stewards are on the Local Executive Committee of the faculty union. Any member, including any partial load member, is eligible to stand. At the general membership the end of May the local's officers will be elected. All elected stewards are eligible to stand for the officer positions (see page 4).

Family and Attendant Care Policy

The faculty union and OPSEU are committed to enhancing the participation in elected positions of members from designated equity groups in Ontario – women, visible minorities, persons with disabilities, aboriginal persons, and Francophones. In order to enhance inclusive participation in local union activities, OPSEU 562 has a **Family and Attendant Care Policy**. The policy provides reimbursement to cover additional costs resulting from attendance at a union function. Copies of the Family and Attendant Care Policy can be obtained from the union office, H109, ext. 4007.

It's your union!

Now is the time to make a commitment to your faculty union at Humber. The next two years will be a very challenging time for the

colleges and the union. We are now working under a new Collective Agreement which will be in effect until August 31, 2012. We have heard from many of you with your issues and concerns over the last several months during contract negotiations and strike and contract votes. Now is the time to make a commitment to the operation of your local at Humber. Please consider taking a leadership role in your union by submitting your name as a steward for your school. These are exciting times to be a faculty member at Humber. You can play an active role in supporting your fellow faculty members and **Your Union** by becoming a steward for the next 2 years.

Any of the current local 562 officers are happy to provide more information about what is involved in the role of steward. Please call us at ext. 4007 to discuss your potential involvement.

Reporting injuries or accidents at Humber

Just a reminder to everyone that if you are injured or are involved in an accident on college property or while conducting college business off campus you should report the incident as soon as possible to your Manager. The college must report all incidents to WSIB and this reporting starts with you. If in the future health issues arise out of your accident or injury your claims can be dealt in a more expedient manner based on your original documentation.



Notice of Elections for Stewards and Officers of OPSEU Local 562

Term of Office: June 1, 2010 to May 31, 2012

The term of office for current stewards and officers of the Faculty Union expires May 31, 2010.

Stewards are nominated and elected by the members of their own school, division, campus location or occupational classification. Any member, including any partial load member, is eligible to stand.

Nominations for steward shall be submitted in writing to **Chief Returning Officer, Faculty Union Office, H109, North Campus by Friday May 14, 2010.** Nominees must signify in writing that they accept the nomination. The deadline for nominations is Friday May 14, 2010.

Steward Elections will be conducted no later than Wednesday, May 26, 2010. All members at the specified location are eligible to vote.

Officers will be elected at the General Membership Meeting May 26, 2010. Only elected stewards are eligible to stand for the offices of President, First Vice-President, Second Vice-President, Chief Steward, Secretary, and Treasurer. For more information call x4007, or email orville.getz@humber.ca

Constituency	Stewards
Business – North Campus	3
Business – Lakeshore Campus	1
Health Sciences	3
Hospitality, Recreation and Tourism	2
Liberal Arts and Sciences – North Campus	4
Liberal Arts and Sciences – Lakeshore Campus	1
Applied Technology	4
Applied Technology – Trades & Apprenticeship	1
Media Studies & Info Tech – North Campus	2
Media Studies & Info Tech – Lakeshore Campus	1
Creative and Performing Arts	2
Social and Community Services	1
Counsellors	1
Librarians	1
North Campus Steward at Large	1
Guelph-Humber Steward at Large	1
Lakeshore Campus Steward at Large	1
TOTAL	30

I, _____, nominate _____

to serve as steward in _____,

for the term of June 1, 2010 to May 31, 2012.

Signature of Nominator: _____

I, _____, accept the nomination.

Signature of Nominee: _____

Chief Steward's report

by Audrey Taves, OPSEU Local 562 Interim Chief Steward



New Collective Agreement

Did your teaching group have a discussion with your manager about evaluation methods in your courses before you got your Spring SWF?

Our new Collective Agreement provides “teachers a collegial approach for establishing method(s) of evaluation used in their program(s)” “Before the method(s) of evaluation and feedback are established for a course, the supervisor will consult with the affected teachers, as a group.” (Management’s Offer for Settlement, January 27, 2010)

The new collective agreement did not implement many of the recommendations of the Workload Task Force. The consultation identified above is one piece of the Taskforce recommendations – we need to ensure that it is utilized. The faculty union officers will be meeting soon with administrators and the College Workload Monitoring Group to develop protocols to ensure these meetings take place. We will keep you up to date on these developments in time for the fall SWFs discussions.

Survey for faculty

Thanks to all of you that made the time to complete our faculty survey. Nearly 300 faculty took part, and most took the time to fill in comments as well. I will be compiling the data and reporting on it in the next Newsbreak in early May.

Partial Load faculty

The new Collective Agreement clarifies that the College is required to cover your Extended Health benefits unless you sign an opt-out option. This is effective from November 18/09. It is our understanding that anyone who has not previously been covered, but wishes to be, is now covered. Please follow up with Sylvania

Galati in HR, ext 5682. If you have any problems, please let us know.

Ratio of full-time to contract faculty

Last fall during a Board of Governor’s meeting, VP Academic Hatton was asked by a board member about the ratio of hours taught by full time as compared to contract faculty. VP Hatton was reported to have said 70:30 would be a good ratio. So... when we started to look at staffing needs this winter we decided to see how Humber compares. Here is what we found:

% of Weekly class hours (credit hours) taught by Full-time faculty *

Applied Tech	43 %
Business	47%
SCAPA	30%
H Sciences	40%
HRT	36%
LAS	59%
Media	40%
Soc & Comm	40%

*calculations are based on Winter 2010 staffing lists supplied by HR, so there is some room for error.

Clearly, we have a long way to go to get anywhere near a 70:30 ratio of full-time to contract hours. Why? Full-time faculty numbers have remained nearly constant over the years as student numbers have grown substantially. Union staffing grievances have managed to ensure that Humber hires replacements for those who leave or retire, but little more. While some schools may legitimately argue that given the subject matter taught, a higher number of specialized contract faculty are necessary, surely this argument does not stand up to careful scrutiny in most schools. We have begun a new round of staffing grievances attempting to move Humber closer

Pro-Dev days

Have you taken your 10 pro-dev days this academic year? Our collective agreement gives you "at least ten working days of professional development in each academic year ... shall include one period of at least five consecutive working days" (11.01H1 & H2)

As the number of teaching weeks assigned to faculty increases, it becomes more and more important that you ask for this pro-dev time in writing, and then take it.

Grievances and Arbitrations

New grievances:

1. Union Grievance – Failure to Notify of Emergency Overtime as per local agreement – School of Health Sciences

We became aware of an overtime situation in the School of Health Sciences in which several faculty were not being paid overtime for covering another faculty member's classes. At the step 1 meeting, the Dean acknowledged that overtime had occurred and that overtime would be paid to all faculty members involved. Human Resources also stated that in future, the steps of the Local Agreement will be followed.

Please note: As we have had ongoing problems with the issue of payment for emergency overtime in several schools, we would encourage you to notify the union if you are having any difficulty with this issue.

The collective agreement clearly states that any overtime is to be voluntary and will be paid on the basis of 11.01 K4. Therefore if you cover classes for a faculty member and this puts you into an overtime situation (greater than 44 hours/wk), you are owed an overtime payment from the college.

2. Union Grievances – Staffing

Staffing grievances have been filed in all schools. We have completed Step 1 meetings and are awaiting replies from all schools re full-time hiring plans.

3. Union Grievance – Inaccurate Staffing list – January, 2010

We have identified discrepancies between the voters' list and the staffing list and are awaiting a Step 1 meeting to resolve this.

4. Union Grievance – Missing Salary Calculations for Partial-Load Faculty

We are missing the majority of salary calculation forms for Partial-load faculty for the Winter semester. We are awaiting a Step 1 meeting to resolve this.

Ongoing:

1. Individual Grievance - Probational Faculty Dismissal – Business

Ongoing, awaiting further arbitration dates.

2. Union Grievance – Support Staff Teaching – Applied Technology

Local 562 is grieving that teaching hours are being assigned to support staff as part of support staff work.

Tentative arbitration date - Sept 17, 2010.

3. Union Grievance - Staffing – Health Sciences

Grieving for more full-time hires.

Arbitration date – June 15, 2010.

4. Union Grievance - Improper classification of clinical professors – Health Sciences

Clinical teachers hired as sessionals, but actual teaching time fits under partial load hours.

Arbitration has begun, further arbitration dates to be set by arbitrator.

5. Union Grievance - Sessional rollover to Full-Time positions – Health Sciences

Arbitration date – May 14, 2010.

6. Individual Grievance – Differential Treatment/harassment – Hospitality

Our attempts at mediation were unsuccessful, awaiting further arbitration dates to resume full arbitration.

Please call me at ext 4007 or drop by H109 to discuss any workload related issues at any time.

CAAT Presidents and Chief Stewards Meet

by Orville Getz, OPSEU Local 562 President

On Saturday, March 27 all 24 college locals met for an all day Presidents and Chief Stewards meeting. Our local decided to have 4 officers in attendance and they were Orville Getz, Paul Michaud, Audrey Taves and Sylvia Ciuciura. A final report was given by the bargaining team on their analysis of the bargaining process and the results of both the strike vote and the offer acceptance vote. Discussion took place regarding the timelines for the next academic divisional meeting and a decision was made to move the date forward from late fall to June 5 and 6 this year. This will allow us to start developing plans for the next round of negotiations and start discussions on bargaining team composition and elections. The next round of bargaining starts NOW. The development of new communication systems to better inform our members must begin immediately, and these strategies will be discussed beginning this June.

Our local will be reviewing the results of our recent survey to help us move forward on issues and concerns from our local. Your input is very valuable as we move forward with our communications strategies and setting of demands for the next round of negotiations. There will be a summary of the survey in the May issue of Newsbreak.

The changes to our Collective Agreement, including those imposed in November, were reviewed at length. The Agreement has still not been signed as there is a disagreement as to the language that should be included in the final document. The Union believes that the new printed Collective Agreement should include all of the wording from the Management Offer for Settlement—January 27, 2010 as written (posted on our website humberfacultyunion.org). This would include the italicized information on the right hand side of the page. The Colleges are insisting that this language be removed before the changes to our agreement are implemented. We will keep you informed as this discussion progresses.

The local believes that workload issues will again be at the forefront of the next round of negotiations. You can help the local by raising concerns with your SWF's as you receive them over the next several semesters. Please speak with us if you have questions about any aspect of your SWF with particular emphasis on changes to evaluation factors.

In addition to discussion of the bargaining process, there were two main issues addressed at this meeting. The first issue was the lack of full-time faculty hires across all of the colleges in the system. This is certainly an issue here at Humber. As described in the Chief Steward's report in this issue, we are currently grieving the lack of full-time hires in all schools.

The second main issue addressed at the meeting related to the changes in the new collective agreement regarding consultation about evaluation factors (11.01 E3).

There is now a **requirement** that the supervisor meet with the affected teachers **as a group before** the method of evaluation and feedback are established for a course. We will be discussing this in detail in the May Newsletter to help you prepare for the discussions before your Fall SWF comes out. 📌

For Your Information:

Partial Load Employees with Benefits

If you want to bridge your benefit coverage over the summer, please notify Sylvana Galati by email at sylvana.galati@humber.ca to obtain the cost, **no later than April 16, 2010**.

Otherwise your coverage will be suspended for the summer as of April 30, 2010. Postdated cheques will be required.

Public sector wage freeze vs. Good Green Jobs strategy

by Pam Johnson, Toronto & York Region Labour Council Representative

Both the federal and provincial governments have raised the alarm about deficits brought on by the economic crisis of 2008. The current deficits do not rival the deficits of the 1980's and economists have said that this level of deficit is tolerable given the situation.

Still, deficits alarms are ringing and the finger is being pointed at public services and public sector workers to fix this problem even though they did not create the crisis. In fact, one third of the current federal deficit is corporate tax revenue lost not because of a business slow down but because the corporate tax rate has been dropping during this recession.

Similarly in Ontario, the McGuinty government announced wage freezes for all public sector workers while corporate tax rates will continue to drop. In the recent budget, McGuinty also scrapped a multi-billion dollar commitment to public transit that will have an impact on jobs, services and the environment.

Is the solution to the crisis to prop up the corporate sector at the expense of public services and jobs? The Toronto and York Region Labour Council, an umbrella organization for public and private sector unions has called for a different solution to the problem of economic recession and deficits.

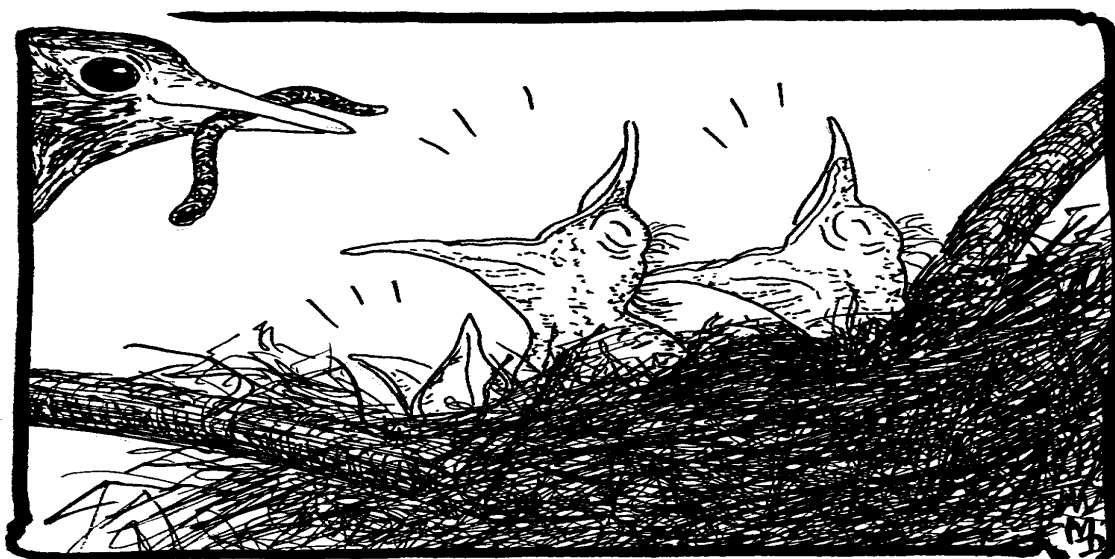
The Labour Council thinks it is possible to tackle

both the economic crisis and the environmental crisis by creating a green economy.

John Cartwright, president of the Labour Council, talks about how this is possible, "The reality is that we cannot continue the current approach. The future of humankind is at the tipping point. ..That doesn't mean we have to choose a poorer quality of life or fewer jobs. In fact, there are millions of potential jobs available in transforming our economy. During the recession of the early 1990s, hundreds of tradespeople went to work retrofitting buildings to improve energy efficiency. The adoption of recycling and organics programs created more jobs than dumping garbage in landfills, and the expansion of district heating and cooling is a major success. More recently, TTC expansion has resulted in hundreds of new jobs helping to move 1.5 million commuters every day.

The Labour Council has created a broad coalition of union and community partners, the Good Jobs for All coalition to promote a sustainable economy. The coalition has held conferences bringing people together, lobbied and demonstrated for the reforms including the expansion of E.I. and advocated to different levels of government to look for green solutions.

For more info go to www.labourcouncil.ca.



It pays to speak out!

Retirement 101 – Part 1

by Phil Cunning, Vice-Chair & Ron Golemba, Trustee, CAAT Pension Plan

Getting Ready to Retire Checklist

- ☒ Obtain accurate information about your pension status from the CAAT Pension Plan (CAATPP)
- ☒ Consider purchasing all eligible credited service in CAATPP at the earliest opportunity
- ☒ Check collective agreement for retirement sick leave gratuity and see the Local about any College early retirement incentive plans
- ☒ Apply for sick leave gratuity and any early retirement incentive and make investment decisions
- ☒ Write letter of resignation to your supervisor
- ☒ Gather your documents
- ☒ Check that your pension application has been forwarded to CAATPP through the Human Resources department
- ☒ Make decisions regarding insured health benefit coverage
- ☒ Consider applying for a reduced Canada Pension Plan (CPP) benefit when you turn 60 (if you take early retirement) or an unreduced CPP benefit when you turn 65
- ☒ Apply for old Age Security (OAS) when you turn 65

Obtain accurate information about your pension status

As a member of CAATPP you should be receiving an Annual Statement each year from the plan. It is important to make sure the CAATPP's records agree with yours when you receive your statement. If unsure of a fact, check with Human Resources in the College.

You may also request Pension Estimates from the College or the Plan to see the impact different retirement dates will have on your pension. You can also use the Plan's online Pension Estimator at www.caatpensionplan.on.ca

Consider purchasing all eligible credited service in CAATPP at earliest opportunity

In general, you may purchase credited service for prior service, leaves (e.g., maternity or

parental leaves), past strike periods and optional service. Optional service is previous service with another Canadian public service employer. The rules are complicated, and costs generally increase as time passes. For complete details talk to the College or to CAATPP.

Check with the Local for retirement sick leave gratuity and any early retirement incentives

Check the provisions of the Collective Agreement with your Local. The Collective agreement provides a retirement sick leave gratuity based on unused cumulative sick leave (Article 17.01H) and many colleges also include an Early Retirement Incentive (ERI). To qualify for an ERI, you may be required to make your intention known to the college by some deadline. Contact the Local for advice.

Apply to the college for sick leave gratuity and any ERI incentives and make investment decisions

You may need to seek independent financial advice about how to handle your sick leave gratuity and/or any early retirement incentive to your best tax advantage. As a general rule, you are allowed to transfer \$2,000 per calendar year of service (up to and including 1995) with the college or related employer to an RRSP. If you have RRSP contribution room, you can put the excess into it. Any part of your sick leave gratuity or ERI incentive that exceeds the maximum must be taken as taxable income. It is important that the college transfer the money directly into your RRSP or income tax will be withheld. You can claim a deduction when you file your tax return.

Part 2— next issue of NewBreak

For more information

Contact the CAAT Pension Plan, 2 Queen St.E., Suite 1400, P.O. Box 22, Toronto, ON M5C 3G7. Phone: 416-673-9000 or 1-866-350-2228

Support for Cuba: Report

by Joe Grogan, retired faculty, School of Business, and former OPSEU Local 562 Steward

Why Cuba?

I support the right of any country to develop its economic and political system as it sees fit, especially free from harassment and intimidation by and from outside forces. Cuba is trying very hard to survive and deserves our support. My interest in Cuba began in 1961 with the successful defence of the Cuban revolution at the Bay of Pigs when anti Castro armed groups and their American allies in an invasion force were defeated after approximately 72 hours of combat.

Solidarity in words and actions

Many trade union groups visited Cuba during the 1970s to help in the sugar harvests and on various projects of solidarity. I only began to visit Cuba in the mid 1980s since my family situation allowed me to do so as my three daughters were then approaching adulthood. In visiting Cuba with family members, colleagues from other educational institutions and alone, I wanted to discover for myself the Cuban reality. In visiting Cuba many times, I became aware of the benefits of the continuing revolution beyond the armed struggle, especially in the fields of education, health care and social assistance. At the same time, I became aware of the bureaucracy and limitations the Cuban people face every day as a result of some corruption, mismanagement, housing and transportation needs, but also the severe pressure on the country from the United States through the economic blockade of the country, in place since the early 1960s. That blockade continues today and so do armed assaults against Cuba mounted from Miami. With these realities in mind, in a small way, I have provided some help via medical and school supplies

donated here by unions and individuals which are delivered to schools and clinics when I'm visiting the country. Through these efforts over the last 15 + years, I have built many connections and visited many parts of the country.

My last visit

In November 2009 my cousin and I visited the Province of Holguin in the eastern part of the country that we have visited twice previously in 2006 and 2008. I have prepared a summary of that earlier trip for the Union President and the union on my return in November 2009. Again, may I express my thanks for the calculators which were delivered to schools in the province.



Hotel workers in Varadero (north coast of Cuba)

Accountability

Thanks for the opportunity to provide this brief report. I would urge the local union to continue to involve itself in projects with Cuba, Nicaragua and other developing countries because we have much to learn and to give. At the same time, those who do involve themselves in activities such as these should report to you when your union support has made the solidarity efforts more possible. Thanks. 🙏



Boardwalk

by Paul Pieper,
Board of Governors Faculty Representative



Currently three students - Corey Malone, Poonam Sharma, and Varun Verma - are vying to become the student representative on the Humber Board of Governors. Like the faculty, administrative and support staff representatives, it is an elected position. These elected governors, representing the four college stakeholder groups, are considered “internal” positions, who along with the 12 external governors (appointed by the province upon recommendation of our Board) and the ex officio President, form Humber’s 17 member Board of Governors.

If this turns out to be a typical election, these talented students will have a difficult time getting students’ attention during the two week election campaign. Most students do not know of the Board nor what its role is at a college. Less than 3% of eligible students take advantage of their right to vote for a governor who will approve fees, the continuance of their programs, the provision of library, food, athletic, day care and many other ancillary services.

The student representative is only one of 17 governors and is most likely to vote with the other governors as the Board rarely initiates policy, but rather approves or amends policy proposed by senior management. But the student representative on the Board does have a special position in that the student represents the key stakeholder group that the rest of the institution is ostensibly there to serve. Given that the official purpose of the college is to provide quality educational experiences for students, all governors listen carefully when students comment on how policies and/or services impact them. It is in this context that the student representative has possibly one of the more influential positions on the Board. We have had some very effective student governors but in the main the students have been

overwhelmed with the complexity and broad range of issues that the Board regularly deals with. Their position is made all that more difficult by lack of experience with corporate governance and with Humber issues outside of their own area of familiarity. Unlike the three year term of other governors, the student governor is only a one year position, so the learning curve is steep and they still have to keep up with their studies and possibly part-time jobs, since being a governor is a volunteer position.

So why should faculty care about the student election? I have always taken a special interest in the student representative as I saw faculty concerns often closely aligned with those of students. If your busy class schedule allows, it might be very opportune to discuss the Board’s impact on students and the educational environment they are in. By increasing awareness of the importance of the Board and how it impacts on their studies, students might generate some meaningful discussions that faculty also might find interesting: e.g. resource allocation to classrooms or full-time versus part-time instructors and their availability for outside classroom assistance.

Faculty, because we care about quality education, should encourage our students to pay more attention to this election, which is April 13 and 15, at North and Lakeshore campuses, and April 14 at Orangeville campus.

Once the student election is concluded, there will be a call for a new faculty representative, as I will complete my final term. Given the importance of Board decisions on our ability to provide quality education to our students, I hope that faculty will also take some time to reflect on what they want their Board representative to do in promoting a faculty perspective on the Board. 🏰

NewsBreak is in my mailbox

by Larry Horowitz, Lakeshore Campus-at-Large Steward

I don't read these things.

What I don't know about faculty/management relations exceeds what I do know, but that will never change because I don't read these things.

I'm unaware of the details of the latest settlement between Humber College and the teachers who work here. Sure, I hear a little bit here and there, but an over-all view of what it means, historically and for the future, eludes me ... because I don't read these things.

What is the grievance process? How can workplace conditions be improved? Will part-time staff ever be recognized for their significant contributions? Are funds spent wisely? Is the current contract agreed upon or imposed?

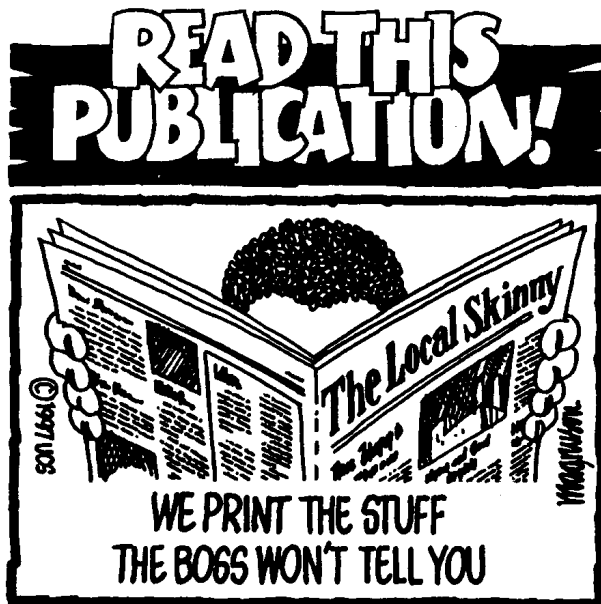
All good questions. I think I'd really like to know the answers. But, I don't read these things.

Wouldn't I read these things if recommended by more peers? I'd probably learn some good stuff if I read these things at lunch before handing it to other teachers. Surely I shouldn't put this thing into the recycling bin before at least thumbing through it?



These arguments are valid. They are undeniably the right thing to help me achieve more as an educator and employee of the college.

I really don't know that, though. I don't read these things. 🙄



★
★ **Sabbatical Procedure** ★
★ **Not Followed** ★
★
★ The first request for applications in
★ November did not produce sufficient
★ applications. We have recently learned this
★ from the Director of HR Services. College
★ policy requires a second request to go to
★ faculty. After the first request closed the
★ union office received several inquires from
★ faculty who wanted to request a sabbatical.
★ As the union was not informed of the
★ lack of applications, we could not pass
★ this information on to interested faculty.
★ Instead, management approached individuals
★ to encourage them to apply. Why did the
★ college not follow it's own published
★ procedures and notify all faculty?
★
★
★*****