

NewsBreak

October 2008
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OPSEU Local 562
Humber Faculty Union

Victory on rights for part-time and sessional college workers

Royal assent on Bill 90 changes to Colleges Bargaining Act

Part-time and sessional faculty and support staff at Ontario colleges have won their long quest for the right to unionize. Their next step is to get certified with OPSEU.

On October 10, royal assent was given to Bill 90, the amendments to the *Colleges Collective Bargaining Act*, ending more than 35 years of discrimination against part-time and sessional college workers.

OPSEU president Warren (Smokey) Thomas called it “a momentous victory” for part-time and sessional workers.

“We know it was through the collective efforts of thousands of full-timers and part-timers that we succeeded in righting this historic wrong,” he said.

Over the past four years, OPSEU has been campaigning for union rights for the excluded college workers.

The union mounted a full-fledged organizing drive in November 2007, and by April 2008, thousands of part-time and

sessional faculty and support staff had signed cards expressing their desire to be organized by OPSEU.

On the basis of the signed cards, OPSEU applied for union certification for part-time and sessional academic and support staff bargaining.

However, the Ontario Labour Relations Board deferred the union’s request for an immediate representation vote.

In June, the Ontario government introduced Bill 90, which would extend bargaining rights to part-timers and sessionals and make other changes to bargaining in the colleges.

Now that Bill 90 has become law, bargaining rights are available for an estimated 800 faculty at Humber who teach part-time (less than 6 class hours) or sessionally (full course load on semester-long contract) in regular day or continuing education classes.

Make no mistake about it, this is a historic victory.

Roger Couvrette,
President, part-time college workers’ organization

We will continue our quest for justice for part-timers until they are safely within the union where we can negotiate a fair contract for them.

Warren (Smokey) Thomas, OPSEU President



Humber could be more bike-friendly

North Campus parking

For cars, trucks, SUVs — 3,840 spots

For bikes — 57 spots, none covered:


Registration	5 spots - 1 rack
Caps	5 spots - 1 rack
Pool	10 spots - 1 rack
B-Building	5 spots - 1 rack
G-H	17 spots - 3 racks
Library	15 spots - 3 racks



opseu.org/notices/greeningopseu.htm

Lakeshore is considerably more bike-friendly than North, at least in the number of bike-parking spots.

Humber's web page gives information about parking, public transit, and a free bus from Islington to North Campus, but there are no references to bike parking, bike routes, or bike trails on or to campus.

Let's begin the conversation about how to make Humber more bike and cyclist-friendly. Please send your comments and suggestions to maureen.wall@humber.ca. 

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: maureen.wall@humber.ca or drop materials at the Faculty Union office – H109, North Campus, ext. 4007.

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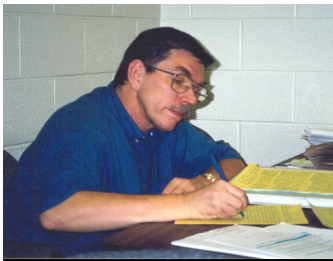
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OPSEU Website: www.opseu.org



President's Notes

by Orville Getz, OPSEU 562 President

Welcome back all faculty to another busy year at Humber.

We have 34 new faculty, so a special welcome to these individuals. Please make an effort to provide a positive environment and a friendly face to new faculty members in your school.

Full time hires and staffing grievances

Of the 34 full-time hires from September 2007 to September 2008, 29 of these positions were posted to comply with settlements of grievances filed by Local 562 concerning the excessive use of contract faculty.

In the previous academic year, from September 2006 to September 2007, there were 32 full-time hires. Eight of these 32 positions were posted in compliance with settlements of grievances filed by Local 562.

We are currently reviewing all staffing grievance settlements from the last 18 months for non-compliance to ensure that full-time hires are being completed within agreed-to time frames. Watch for a complete staffing report for this semester in the next issue of Newsbreak.

Negotiated salary increases

Under terms of the Collective Agreement, you should have received a 4.0% salary increase as of September 1. Check your information slips to make sure this has occurred. You should also have received a letter of confirmation from Human Resources. Check also to make sure you get your one-step increase on your hire-date anniversary.

Bargaining process for a new collective agreement for September 1, 2009

Our collective agreement is now in its final year, expiring on August 31, 2009. The next round of bargaining begins with a pre-bargaining conference for local union presidents that I will attend on November 8.

This meeting will be followed early in the new year by demand-setting and election of our bargaining team at a meeting attended by delegates from all locals.

Here at Humber, the Local will hold a General Membership meeting in November to set local demands. More details will be provided shortly on the exact date and time of this meeting.

SWF is your workload contract

SWF's are our workload contract with the College. The due date for you to receive your SWF for the winter semester is Friday, November 14. Make sure that you carefully check your SWF when you receive it.

Over the last several semesters faculty in some schools have had the evaluation factors on their SWF's changed for a particular course or courses without prior discussion or notice. The evaluation factor must be a reflection of the evaluation grading system as stated in the course outline. If you have not changed your method of evaluation, then your factors should not be changed.

I hope that everyone has a safe and rewarding semester. If you have any concerns or questions, remember to give me a call at ext. 4609 or drop into the office in H109.



Full-time faculty : student ratio continues to decline

by Maureen Wall, NewsBreak Editor

At the President's Breakfast, John Davies identified as a priority "*leading edge human resources planning*" and said that Humber would need 100 new faculty hires over the next five years.

This sounds impressive, until one looks more closely at the actual numbers. Over five years, 100 hires would mean 20 per year. In recent years, 20 hires would not even cover the number of faculty retirements.

Davies also announced that Humber planned enrolment increases of 3% yearly over the next five years. Merely keeping pace with these enrolment increases would require an additional 15 full-time hires.

This year, the actual enrolment increase was almost 6%. While the student numbers increased by 6%, full-time faculty numbers increased by just over 1%.

We had 34 new hires this year. In order to replace full-time faculty terminations and keep pace with additional students, there should in fact have been 55 new hires. (And this would not even begin to address the decline in ratio over the last 15 years.)

In light of these calculations, unless Humber senior managers increase their planned faculty hires to at least 200 over the next five years, the faculty:student ratio will continue to decline.

The result of this will be a continuation of large class sizes and too many part-time hires. Quality of education at Humber will continue to suffer until we have adequate and realistic full-time hiring.



Full-Time Faculty:

September 2007 - 508

September 2008 - 515

Local grieves college hiring procedures

New processes being developed to observe rights for internal applicants

by Paul Michaud, OPSEU 562 First Vice-President

Last spring Local 562 filed a grievance against the College about the process that is being used to hire new full-time faculty.

Our contract gives specific rights to internal applicants, including partial-load employees, to be considered for positions before consideration of external applicants.

These rights have been clarified in arbitration decisions that have made it clear that there has to be a sequence to considering applicants.


The sequence, specified in Article 27.11 is

1. Consider all internal bargaining unit applicants prior to taking into account external applicants.
2. If there has not been a selection from the internal applicants, consider applicants who have been laid off from other colleges.
3. If there still has not been a selection, consider the entire applicant pool. This process requires that a decision be made on the internal applicants prior to moving on to the next phase.

It had come to the Local's attention that a number of hiring committees were dealing with the entire pool of applicants at once, which would negate that right of internal applicants.

We grieved and requested that the College modify its hiring procedures for full-time academic positions to give internal applicants consideration prior to external applicants. The grievance also requested that the procedures be conveyed to selection committees prior to the beginning of the selection process.

After the initial meeting about this grievance, the College acknowledged our concerns and agreed to develop a document for hiring managers and selection committees outlining the processes for recruiting and selection including the collective agreement obligations. We believe that such a document would be a valuable resource for selection committees.

This document is to be developed this fall in consultation with the Local 562 executive. The grievance is on hold pending completion of this process. 


College support staff ratify tentative agreement

Support staff at the 24 Ontario colleges voted on October 2 to ratify a new three-year contract.

The tentative settlement was reached after intense last-minute bargaining. Support staff had provided their team with a 69% strike mandate.

Gains in the new contract

include wage increases of nearly 4% in the first year and 3% in each of the second and third years.

The new contract also includes groundbreaking language on bullying and psychological harassment, the first in any public service agreement in Ontario. 



Chief Steward's Corner

by Robert Mills, OPSEU Local 562 Chief Steward



Professional Development leave

The application information for PD Leave (also known as sabbatical) is posted in the Communiqué. Here are some points to keep in mind if you are making an application:

1) PD leave is for you to do activities that will enhance your ability to do your work upon return to the college. The leave is defined in article 20 of the collective agreement - in particular article 20.02 (i) on p. 40.

2) You are not required to do work for the college, and your manager cannot force you to do work for the college as a condition of the leave.

Course and program development are identified in the contract in article 11.01 D 3 (ix) on p. 14. If you are assigned development work, sufficient time must go on the SWF to allow you to do it in your normal academic year. It cannot be assigned during a sabbatical period.

Why do that work at 55-70% of your salary when you should be doing it at 100% of your salary?

3) Your activities on PD leave are not limited to only academic, technical or industrial. Article 20.02 (i) indicates that *other pursuits* that will enhance your ability upon return are also recognized.

4) Your application must be forwarded to the Vice President, Academic regardless of your manager's feelings about the application. It cannot be held back until it meets the manager's pleasure before submission.

5) If you are denied a PD leave, the college must supply you with reasons in writing.

If you have any questions about the leave, the application or the process by which your application is handled, contact the union office at ext. 4007 in room H109, North Campus.

Grievances

Hiring practices

The Local grieved the College practice of interviewing from both internal and external candidates for full-time positions at the same time and making a selection from the combined group.

The collective agreement (art. 27.11) specifies that when filling a full-time position, internal applicants must be considered first. If the position is not filled internally, then, and only then, should external applicants be considered.

Classification and staffing

The School of Health Sciences has a large number of contract employees - many of whom are not clearly classified as to whether they are sessional or partial-load. Also the large number of contract employees clearly suggests a need for more full-time hires.

Local 562 has grieved these violations. ✖



Keeper of the gate

by Arthur “Two Sheds” Jackson, Slumber College Correspondent



Oh no, it’s happening again! My “whiteboard pen” is running out. I’m right in the middle of an important lesson. The exam is next week. What am I going to do?

I’m sure most Slumber College faculty have been faced with this situation at some time recently now that chalkboards are extinct on this campus.

Perhaps most of us keep a spare pen in our pockets to solve this dilemma. Sometimes I have a spare pen with me and sometimes I don’t. One time when I didn’t have a spare pen I tried wetting the tip of my index finger and dipping it in fresh letters on the board in hopes of picking up some ink on the tip and writing with it. This strategy didn’t work all that well and just resulted in me getting a black tongue.

But I digress. Finishing the lesson is not the real problem. The real problem is facing the wrath of Roz.

Roz, you see, is the business manager of the office of the School of Really Silly Walks. This is the office where I have to go to get my teaching supplies. This is the office where my whiteboard pens are stored and guarded by Roz Rumpelkilt.

“Jackson, are you back again? What do you want now?” These are usually the words that greet me when I approach Roz’s office door—just as I raise my hand to knock meekly. How she can see me approaching is a mystery to me, as her desk doesn’t even face the door. Perhaps she can hear the shuffle of my tentative steps and identify them.

“Hello, Roz. Nice day, isn’t it? Um—I was wondering if you wouldn’t mind letting me into the storage room to get a p-p-pen for the blackboards, excuse me, whiteboards.”

The request was followed, as usual, by a few painful seconds of silence. Roz glared at me. “What are you doing Jackson, writing a novel with those pens? You got one in your letterbox in week one, it’s supposed to last you for the semester. We even gave you a nice new dry eraser too.”

I didn’t know whether to push my luck at this time. I also needed some paper clips. Maybe I could kill two birds with one stone. Here goes.

“Roz, do you think I could have a couple of paper clips too—just a couple?” I felt like Oliver Twist. “Please sir—more?”

More silence. Then.... “Well just this time, but I’ll go and get them for you. Wait here!”

Roz left the office to retrieve the supplies. She clearly didn’t want me venturing anywhere close to the supply room. She probably didn’t want me to see the treasures within.

She returned promptly with one pen and half a dozen small paper clips and placed them on her desk. She was feeling generous this day and I was glad. I picked up my gifts and hurried back to my faculty office feeling satiated.

A few happy days after my visit to the supply room, while I was working on a test paper at my computer in the faculty office, I was startled by the distressed moan from one of my office mates.

I turned to see what was happening to him. It wasn’t a heart attack or any medical emergency. He had been printing a document from his computer. The Hewlett-Packard printer cartridge had run out of toner.

He knew his fate instantly. Roz! Whiteboard pens were mere child’s play. Toner cartridges—now that’s another story. §

Lost & Found

Lost – a selection of green boards and accompanying chalk from classrooms.

Found – some white boards with no way to write on them and with no erasers.

Lost – some erasers that had no string to attach to the users' sleeves.

Lost – a bunch of dry erase pens (easily mistaken for permanent markers – finders beware).

Almost lost – a sense of smell from using the pens.

Lost – new electronic aid called Blackboard. Needs gentle hands and is slow to respond.

Lost – time spent on creating material for Blackboard - seems to have fallen off the SWFs.

Lost – easy to use overhead projectors.

Found – electronic projectors whose program setup cannot be adjusted for easy use.

If you know of any lost or found articles, please contact the Union office. ✕

War Free Schools

A public forum challenging Harper's plan to recruit Canada's youth to war in Afghanistan

Friday · November 7 · 7:00 PM

Multipurpose Room · Ryerson Student Campus Centre (RSCC)

55 Gould St. (near Dundas subway, between Yonge and Church Sts.)

Organized by **Educators for Peace and Justice (EPJ)** and a broad coalition of peace, solidarity and anti-racist groups and individuals

Speakers:

***Andria Hill-Lehr** – Author of *A Mother's Road to Kandahar*, the story of her eldest son's decision to join Cadets, and then Reserves, and his deployment to Afghanistan in 2006.

***Abbie Bakan** - Member of Educators for Peace and Justice; Professor of Political Studies, Queen's University

***Javier Davila** - Member of Educators for Peace and Justice; Activist in OSSTF

***Leslie Doucet** - Aboriginal rights activist whose son enlisted in the Canadian Armed Forces

***Ausma Malik** - Former Vice-president (Equity), University of Toronto Students' Union

***Ali Mallah** - Vice-President Canadian Arab Federation; Steering Committee Canadian Peace Alliance; VP Alternate Workers of Colour, Canadian Labour Congress

***Hamid Osman** - President York Federation of Students; Member Afghan Caucus of Toronto Coalition to Stop the War

***Michael Skinner** - Ph. D. candidate at York University; Researcher at the York Centre for International and Security Studies; Member Afghanistan Canada Research Group

***Rinaldo Walcott** - Canada Research Chair of Social Justice and Cultural Studies, OISE

Student scholarships donated by faculty union

The Humber Faculty Union presents several awards at the annual awards ceremonies.

Faculty Union Memorial Scholarships

Two \$500 awards to students who have shown sound academic achievement, good-will toward fellow students, and an interest in cultural, humanistic or social endeavours. The awards honour the contribution of faculty who have passed away during the past year.

Faculty Union Past Presidents' Award

An award of \$500 given to a student in his or her graduating year who has shown commitment to working collectively with fellow students. The award is given in recognition of the contributions of past presidents of OPSEU 562. The award will be given to students of the college's 8 schools in rotation, beginning with LAS in 2007.



Award presentation

Upper Right—Orville Getz, OPSEU 562 president
Above— Maureen Wall, past-president

John Stammers Memorial Scholarships

Two awards of \$400 are given to continuing students who have demonstrated sound academic achievement, goodwill towards fellow students, and a commitment to social justice.

These awards are given in memory of John Stammers, Centennial professor, who died after being hit by a car while on picket duty during the strike in 2006.

The awards are given to students in Accounting and Theatre Technician. John taught Accounting, full-time at Centennial, and also in Continuing Education at Humber, and before becoming a college teacher, he had worked for many years as a stage lighting director.



Greetings to new faculty

A warm welcome to our colleagues who have joined the full-time ranks over the past academic year. Quite a number of these faculty are not new to the college, but have been working on contracts for some time. We're pleased to have them with us on a more permanent basis.

Applied Technology

Maha Al-Bustani
Ron Dotzko
Alan Gaunt
Olena Kobets-Singkh
Robert Marshall
John Merkley
Bruce Smith

Business

Amanpreet Chhina
Audel Cunningham
Paul Griffin
Burchell Hanson

Media Studies & Information Technology

Kevin Brandon
Garrett Kerr
Chitra Reddin
David Scott
Eva Ziemsen

Creative & Performing Arts

Gord Sheard

Social & Community Services

Mike Gamble
Greg McElligott
Jeanine Webber

Health Sciences

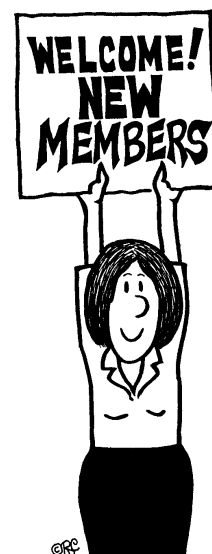
Richard Alvarez
Susan Bookey-Bassett
Rosalina Chiovitti
Sandra Cop

Hospitality, Recreation & Tourism

Michael O'Leary
Douglas Smith

Liberal Arts & Sciences

Sarah Armenia
Jean Choi
Paul Corey
Leo Di Leo
Erin Harvey
Irene Kouretsos
Dawn MacAulay
Suzanne Moore
Sarah O'Rourke



There were only 34 full-time hires from September 2007 to September 2008. Twenty-nine of these positions were posted in compliance with settlements of grievances filed by Local 562 due to excessive numbers of contract faculty hires.

During the same period, 27 faculty left the college or the bargaining unit and enrolment increased by 6%.