

Examiner



www.opseu240.ca

September, 2016

Prez Sez

Happy New Year! Welcome back, to those of you who have just returned from vacation, and welcome to the new academic year, regardless of when you were off. I hope you have had an opportunity to re-charge your batteries and are ready for the challenges that always come with fall start-up.



So, what's new? A better question would be what's not new. Changes abound—a new Dean of Business and CE, the former Dean having retired; a new (acting) Dean of Human Services and Health Sciences, the former Dean having left for Conestoga. No, wait! He's back as our new VPA. But what happened to the former VPA? We don't know. We'll fill you in if we hear anything. Our Dean of Applied Research and Chief Innovation Officer has gone downhill to join Hamilton Health Sciences. Finally, Wayne Ostermaier, Associate Dean, Construction and Building Systems, has retired, so there are changes everywhere.

Apart from the changes in personnel, what are the issues we face in the upcoming year:

- We're in a pre-bargaining year, so you will be telling us what your priorities are for the upcoming round of negotiations. The current CA expires on September 30, 2017, and we'll be keeping you up to date with the latest news as well as important information about the process, so you know what to expect.
- September 28th is **Contract Faculty Day of Action**. Your Local is planning activities for that day, so stay tuned.

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- The colleges have signed a deal, which gives any student who completes McDonald's training program to be given full credit for the first year of a business diploma. In effect, management has agreed to privatize a full year of academic work in the School of Business.

Today, McDonald's; tomorrow—who knows? Your Local resolutely opposes the colleges' capitulation to Kathleen Wynne's commitment to the old Mike Harris 'privatize everything in sight' way of governing.

- Has your A.D. combined your online TCHs into one big class in order to reduce your total TCHs? If so, **you've been robbed!** The impact of blended learning is still being felt. I thought management said blending was not a cost-cutting strategy. Apparently, they were only kidding.
- Partial load faculty, is your manager adhering to the rules in the CA regarding PL seniority (i.e. Article 26.10D)? If not, talk to your department steward. Remember, if you're being passed over for workloads that you have previously taught, your A.D. is in violation of the CA. Here's the actual language from the article:

26.10 D *Subject to the application of Articles 2.02 and 27.06 A, where the college determines that there is a need to hire a partial-load employee, it will give priority in hiring to current partial-load employees whose contracts will expire prior to the start of the assignment, and partial-load employees whose contracts have ended within six months of the start of the assignment if the following conditions are met:*

(i) The partial-load employee must have previously been employed as a partial load employee for at least 10 months of service as defined in 26.10 C within the last 4 academic years, and

(ii) The partial-load employee must have previously taught the courses that form the new partial-load assignment.

The offer of partial-load employment is conditional on the college subsequently determining there is sufficient enrolment to warrant the assignment being offered.

Some ADs might benefit from reading the article. After all, an ounce of prevention is worth a pound of grievances.

- The "Six-Day Slam". We intend to follow up on the condensed, six-day courses that the College introduced last semester. A little quality control, please.

These are just some of the issues that your Local will be working on in throughout the next academic year.

Ontario Colleges to Give McCredits for McDonalds "Business Courses"



Hey, that's not a napkin;
it's your diploma!

"All 24 of Ontario's public colleges have entered into an agreement with The McDonald's Corporation to accept employee training for McDonald's managers as academic credit for college business programs. McDonald's managers who complete a corporate curriculum called Managers Development Program 2 (MDP2) will receive the equivalent of 10 academic credits, or the first year of a college business diploma.

The agreement has been described by its advocates as an expanded form of Prior Learning Assessment Review (PLAR). PLAR is a standard component of the college system, in which an individual student's work experience is reviewed by faculty members on a case-by-case basis for possible credit equivalence. The McDonald's agreement is different and most closely resembles formal credit articulation between educational institutions, in which a range of courses is accepted as fully equivalent and transferable without recurring case-by-case review.

Comprehensive credit transfer between public colleges and corporations in a bilateral articulation agreement represents a significant departure from prevailing North American norms and standards in public higher education. Advocates of the agreement believe it's an innovative approach to enhancing workforce development; opponents believe it undermines a necessary distinction between publicly-funded education and for-profit training." More at...<http://www.opseu110.ca/mcdonaldscolleges-ontario/>

Christine Bradaric-Baus

Former Vice President Academic, Christine Bradaric-Baus, is no longer with the Mohawk College, and Local 240 would like to thank her for the contribution she made in the 18 months she was here.

VPA Bradaric-Baus had her role to play, so we obviously had our differences, but she did listen to our concerns about academic policies at Mohawk, including blended learning, academic appeals, bonus marks and others. For this we take our hats off to our former VPA. It's not easy making decisions in an institution that has been run in silos for so long that some folks have forgotten we are all working for the same college.

Christine, even in the short time you were here, you left very big shoes to fill for the incoming VPA. We wish Paul Armstrong all the best in trying to fill those shoes.

Let's Communicate! An Important Message on Keeping in Touch with Your Local

By Mary Allan, Communications Officer

Welcome back! I hope that everybody had an opportunity to kick back and relax over the summer.

As usual this is a busy time of year, but I want to take this opportunity to remind you of a few things:

1. If you have changed your non work email address let me know at opseu240@gmail.com. Also if you know of any members who have not provided us with their non work emails please encourage them to do this. We will only use these emails to communicate union information and because we are entering in to bargaining next year it is important for us to be able to communicate with all members.
2. Make sure to visit our website at www.opseu240.ca. We have lots of information available for members here.
3. We also have two new bulletin boards where we have posted our office hours, list of stewards and other information. They are located outside of Human Resources and outside of our Union office A006.



What's goin' on? Calendar of Events for Fall, 2016

By Kevin MacKay, VP



Wednesday, September 28 – Contract Faculty Forward Day of Action

Noon to 1pm – Rally in Support of Contract Faculty

Location: In front of the Mohawk College sign outside of H-wing, on Fennel avenue

Bring signs that show support for our contract faculty.

Send a message that Ontario colleges need more full-time faculty jobs and real job security for those on contract.

3pm to 6pm – Drop-In/Social for Mohawk College Contract Faculty

Location: OPSEU Hamilton Office - 505 York Blvd., 2nd Floor

Inviting all non-full-time faculty!

Come share free food, dialogue with your union, and connect with other contract faculty.

Share your experiences and concerns, and help the Union improve the rights of non-full-time in next year's contract negotiations.

Arrive whenever you can, leave whenever you want.

Monday, October 17 – New Hires and Retirees Dinner

Location: TBA

5:30pm - welcome and social

6pm – dinner

If you were either hired full-time or retired in 2016, this night is for you! Celebrate the service of long-time colleagues and welcome our new faculty.

Cash bar; dinner is on the Local.

Please RSVP to: kevin@skydragon.org

Monday, November 14 – Local 240 General Membership Meeting

Location: Fennell Campus, room TBA

4pm

Guest speaker – TBA

Local financial report

Negotiations 2017 update (bargaining team elections, demand-setting)

Food and drinks on the Local!

Sessional vs. Partial Load—It's your Choice!

By Geoff Ondercin-Bourne, President

If you're a non-full-time faculty member, you may have to choose between a partial load assignment and a sessional. At first blush, that sessional workload might look tempting. However, please do the risk-benefit analysis before you sign on the dotted line.



Did you know?

1. Sessional faculty do NOT receive the prorated benefits that partial load faculty get.
2. Sessional faculty are not in the bargaining unit, which means that they are outside the Collective Agreement. In the event of a dispute between you and your manager, you do not have the right to union representation.

It's your call. However, before you sign your next contract, think about it carefully, and **if you have any questions or concerns, please contact your Department Steward** before you roll the dice.



OPSEU Local 240 Mohawk College Faculty Area Stewards Sept 2016-August 31, 2018

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