

Examiner

www.opseu240.ca

March/April, 2017



Prez Sez

Here we are nearing the end of another semester. It's been a busy one for your Local, as I'm sure it has been for you. With bargaining rapidly approaching, the Part-time Faculty Campaign in full swing, and all the normal activity going on here at the College, there's been plenty to keep things hopping for us all. Let's see, where to begin...



- **Spring/Summer SWFs:** If you're full-time, you have your SWFs for next semester. SWFs are complicated documents, so it's easy to miss significant errors in the calculation of your workloads. Although Article 11.02 A4 says you must indicate to your A.D. any disagreement with your SWF within five days, in fact, there is a way to correct your workload outside of that limit.

Article 11.02 A6 (a) states that you may discuss with your A.D. any SWF disagreement "within 14 days after the circumstances giving rise to the complaint have occurred.... (p. 22) Please keep this in mind if you discover that there is a problem with your SWF after the first five days. You have options.

- **Non-teaching Semester:** The College has agreed to ensure that faculty members have a non-teaching spring/summer semester, once every three years, which is at least some recognition of the importance of curriculum development and revision. While there is no SWF for a non-teaching period, the work "may be documented" (Article 11.08).

To that end your manager may ask you to fill out a non-teaching form. However, the form should not include hours assigned to specific tasks or signatures, as these forms constitute an understanding between faculty member and the A.D., not a contract. Please contact your steward or a member of the Executive should you encounter any problems with how your non-contact activities are agreed on or documented.

Finally, while we're pleased that the College is finally indicating in a small way that curriculum development is important, one of the consequences for our students is that some will find themselves in classes where curriculum hasn't been revised in up to three years while others will have the benefit of being in a class with the most up-to-date curriculum. Who will be the first-class students and who will be second class? A better solution would be to free **all** full-time faculty in the spring to do course development work.

- **Public Sector CEO Salaries:** File this one under, “I read the news today, oh boy”. Given that the Sunshine List gets published every year and that public sector employees’ compensation is under constant public scrutiny, whether the employee is the President of a college or a part-time worker, one would think the powers-that-be would recognize the need for transparency when dealing with the sensitive issue of CEO salaries. Instead, we are treated to a media frenzy that does absolutely nothing good for the College’s reputation or that of anyone working here.

Since the powers-that-be dug this hole, it is incumbent on them to fix what is broken and restore the public’s faith in Mohawk. Let’s get our name in the paper for all the right reasons.

- **News from OPSEU:** OPSEU’s Annual Convention is next month, and it promises to be a ‘lively affair’, to put it mildly. We learned last weekend that Myles Magner, Regional Vice-President of Region 5, is running for President of OPSEU. Thus, we’re going to have a leadership race to determine the future direction of OPSEU.

Members have told us that it is time for a change in our Union, and we agree, absolutely. Consequently, when we go to Convention this year, we will be supporting Myles Magner, who we believe is best-placed to represent that change.

The Candidates for OPSEU President



Myles Magner Warren (Smokey) Thomas

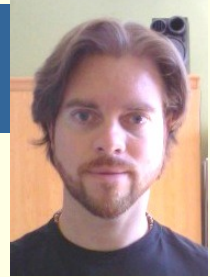
It’s been an ‘eventful’ academic year, to say the least, and I doubt that will change in the foreseeable future. “A luta continua”, as they say. To those of you going on vacation in May, have a fantastic, and well-deserved break from the trenches. For those of you coming back for the first half of the spring/summer semester, hang in there. Your time will come!

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And sometimes, we actually win one...

By Kevin MacKay, Vice President, Local 240



This week in the union office the Local 240 officers were catching our breath and thinking about everything that has transpired since the start of the fall semester. We've each been busy with a number of local issues, and the demand-setting process and part-time organizing drive have also been keeping us on our toes.

In the midst of all this activity, and the inevitable set-backs, it's sometimes easy to lose sight of what has been accomplished. While we've taken our share of hits the past few months, we're also happy to say that we've made some gains. As we're usually horrible at remembering this fact, and at conveying it to the fine faculty at Mohawk, we thought we'd compile a list of what's been achieved so far, and of the positive initiatives that are ongoing.

First, in no particular order, here's some wins!

- ✓ We successfully revised the non-teaching activity form to protect the informality and faculty-driven nature of the Spring/Summer non-contact period.
- ✓ We secured full-time employment for two long-term sessional employees.
- ✓ We were able to obtain improved security protocols for IAHS faculty.
- ✓ We improved Local Agreement language for faculty at Stoney Creek.
- ✓ We have been successful at overturning several denials by Morneau Shepell and at assisting members through the return to work process.
- ✓ We have been using the WMG process to ensure that illegal SWFs in multiple areas are fixed.
- ✓ We have successfully challenged the combination of online hours through the WMG process.
- ✓ We staged a successful SWF information session at the IAHS.
- ✓ The Local hosted International Women's Day events at all three campuses.
- ✓ We successfully overturned denials for PD opportunities.
- ✓ We helped faculty protect the intellectual property they produced while on PD.

And again, in no particular order, here are some important things that we are working with management on right now. In each case we are hoping to bring some predictability, stability, and equity to the work we do

as faculty. As well, each initiative will also help improve the quality of the student experience. After all, they're the reason why we're all here...

- ✓ Discussing how to get time for CAAPs on faculty SWFs.
- ✓ Proposing a standardized college-wide policy for invigilation.
- ✓ Creating a standardized model to attribute complimentary hours for course leads.
- ✓ Continued discussions about freeing full-time faculty from teaching in the Spring/Summer non-contact period so that we can do course updating and other critical development work.

These past victories and current opportunities are a testament to just how strong this Local is. From the membership, to the stewards, to the officers, we are all working hard to ensure that fair working conditions and high quality education are the standard at Mohawk College.

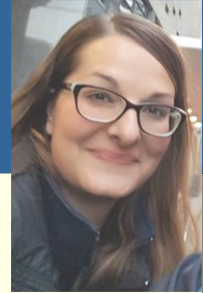
*And so, thank **you** for the contributions **you** have made to the Local's accomplishments to date, and here's to future successes!*



Greetings from Local 241!

Erin Thorson

President Local 241, Region 2 EBM-Elect



I am excited to be writing this as your new Executive Board Member-Elect! Thank you for trusting me to take on this vital role. As people who work in the education field, you know first-hand the value of investing in our young people and giving them the tools to move into leadership positions.

Our Locals have been working closely on a few different fronts from member's rights to campaigns and actions. Most recently we teamed up for International Women's Day and it was a huge success. I had a number of staff comment on the collaboration and say how nice it is to see us working together. I am incredibly grateful to have such a wealth of knowledge and selfless advocates in the office next door.

We are proud to support our Faculty in all their endeavours, whether day to day or in the big picture. When we work together and stand side-by-side, we can accomplish great things.

Solidarity Forever,

Erin

Congratulations, Erin!

Erin, on behalf of Local 240, we want to congratulate you on your election to the Executive Board of OPSEU.

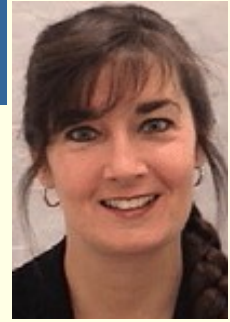
We were confident that you would be successful in your bid to represent Region 2. However, your superb election speech to the delegates at our Region 2 meeting really took the room by storm.

Local 240 offers its full support to you as you take on a major leadership role in our union.

You rock, sister!

Chief Steward's Corner

By Heather Giardine-Tuck, Chief Steward



With our Collective Agreement expiring this year on September 30th, your Local Executive team has been busy attending meetings and taking care of Pre-Bargaining business. In addition, our Regional meeting was held March 18th where we were very proud to see Erin Thorson, Local 241's President, elected as one of our Region 2 Executive Board Members. Erin will be a strong voice for us at the Executive Board of OPSEU and we wish her well as she takes on this new role!

At the Local 240 level, we continue to work with our members who are having issues with their SWFs, misunderstandings with supervisors, and those who are trying to deal with the ever-increasing pressures on our workloads, from maximized classes to more CAAPs than we have ever seen.

We have had continued success in working with the College to resolve issues before they reach the grievance or arbitration level. Through these efforts, we have had 3 Professional Development opportunities approved, had illegal SWFs revised and reissued, ensured that academic work is given to academic bargaining unit members (rather than contracted out), and worked with HR to modify the Non-Teaching Activities form being used this semester.

At present, we have the following issues outstanding:

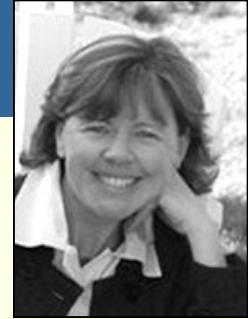
- Continued work on a member's Harassment and Bullying grievance
- Continued work on a member's failure to accommodate grievance
- Arbitration on May 8, 2017, for grievance citing violation of Art. 1 and Professor Classification (Foundations course losing 1 teaching hour to a technician)

Finally, our Stewards continue to advocate for you and answer any questions you may have. Should you need any assistance, please reach out to your area Steward or one of us on the Executive. We are here to help.

Heather

Greetings from the IAHS!

By Mary Allan, Communications Officer



As we come to the end of another term, we are also entering one of my favourite seasons—spring. As a transitional season, spring is a time of renewal and rejuvenation. The earth reawakens and explodes with new life. In our own lives, spring can be symbolic of starting new projects, sowing new seeds and coming forth with new ideas. This is also a time to contemplate health and physical well-being. I hope you find the time to dedicate to your own renewal.

At the IAHS we continue to be renewing and renovating. Construction of our simulation spaces and student spaces continue. Faculty and staff are being relocated again and again and again! Now if only we could rejuvenate our 20 plus lost full time faculty positions!

As this is a bargaining year it is important that we have your non-work email so that we can communicate important bargaining updates to you. Please email opseu240@gmail.com with your non-work email.

Thank you and happy spring!

Mary

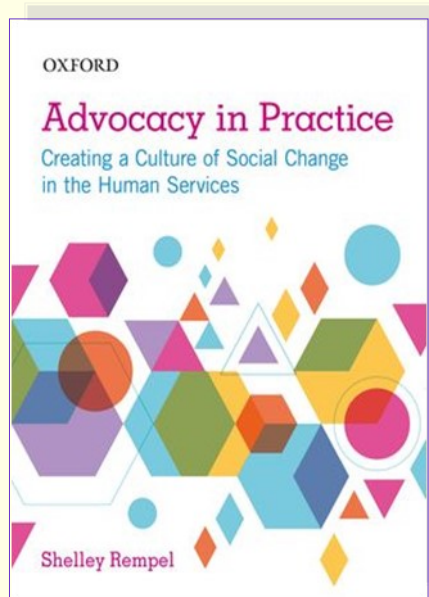


Mohawk Faculty *In Print*

Shelley Rempel, a Faculty member in the Human Services Department, has just published her first book called *Advocacy in Practice: Creating a Culture of Social Change in the Human Services*, Oxford University Press. The book uses the analysis of privilege and oppression along with anti-oppressive practices to analyze, plan and engage in advocacy action.



According to Shelley the motivation to write the book came from years of frustration trying to find a text that combined anti-oppressive theory with advocacy in a Canadian political, economic, and social context. Shelley would like to express her appreciation to OPSEU Local 240, Mohawk College, friends, colleagues, and family for all of the support through the interesting, challenging, and satisfying experience of working on the book.



OPSEU Local 240 Mohawk College Faculty Area Stewards Sept 2016-Aug 31, 2018
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Partial Load: IAHS campus	Andrea Vidovic	andrea.vidovic@mohawkcollege.ca
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