

Examiner

<http://www.opseu240.ca>

September, 2018



Prez Sez

Welcome to the 2018-2019 season at Mohawk College! If you're just returning from vacation, I hope you had a great time with family and friends. If you were off in May and June, then September is simply the month after August, but hopefully, you can still remember your vacation. It's been a busy start-up, so far, inside and outside the College. Here are some highlights (as well as a few lowlights).



First, in the world of politics, Ontario appears to have devolved into an absolute monarchy with King Ford sitting on the throne. You support the new curriculum? Off with your head. You think climate change is real? Off with your head. You think governments should honour collective agreements by allowing the negotiated Task Force on academic freedom to complete its work? Off with your head (a recurring theme apparently). Of course, everyone is waiting with bated breath to see what else the king has in mind for the College sector. Nothing good, methinks.

The Hamilton District Labour Council is participating in a growing common front of community organizations, dedicated to opposing the Ford agenda. We'll keep you posted about upcoming events in support of education, democracy and the rule of law.



Looking forward, we have the upcoming municipal election on October 22. I hope you will consider getting involved in the process by

- Working for a progressive candidate,
- Making a financial contribution to the campaign of a progressive candidate, and/or
- VOTING on election day.

Not sure who your most worker-friendly candidate is? Check the [HDLC Municipal Council Candidate Positioning Chart](#), which identifies those candidates your Hamilton District Labour Council supports, based on a survey sent out to all the candidates to determine their level of support for labour and its issues. The chart is colour-coded to identify the level of support the candidates demonstrate for working people in their responses to the survey:

GREEN: Choosing any of these candidates would generally be positive for the labour community in Hamilton. If they are incumbents, it generally means they have a proven track record of supporting labour initiatives. If they are not an incumbent, it means that their survey responses not only met the requirement of supporting our municipal concerns, but that they also understood the issues.

YELLOW: We've divided this section into two parts: On the top, candidates who indicate they support labour, but have not always given us rationale or action to back it up. On the bottom, candidates who say they're supportive of something, but either haven't backed it up with their rationale or actions.

RED: Any candidates in this category have either proved, through Council votes and actions that they are generally not supportive of labour's initiatives. Alternately, their responses on surveys have indicated their willingness to vote against labour's interests in the next term of Council.

It's your choice; make it an informed choice.

Closer to home, there are several issues in the hopper I'd like to bring to your attention:

- **Scheduling challenges:** the block registration system is causing bizarre timetables for some faculty and unmanageable class sizes for some students and faculty, alike. Twenty-two colleges use a course-by-course registration system that provides much more flexibility in scheduling and putting the right number of students in classes. This has been particularly vexing in the service areas. It's time for Mohawk to end block registration and adopt the system that seems to be working in most other colleges.
- **Accommodations:** the number of CAAPs keeps increasing. In fact, last year we had one professor with 42 CAAPs. If you are struggling to keep up with student accommodations, please track your hours, report them to your A.D., and request compensation for the time spent on this activity.
- **Coordinators:** this semester, your Local and the College are striking a committee to review coordinator workloads and come up with a job description for all coordinators that accurately reflects the amount of work they are doing. This is a long-standing problem that has been left to fester for too long. In the meantime, coordinators should track their hours for the various tasks that they are assigned. The more facts we have, the better equipped we are to make our case on your behalf.
- **Student behavior:** incidents of aggressive student behavior in class and online have created a whole lot of stress for some faculty and have disrupted classes for other students. Did you know that you have the right to refuse to work in unsafe conditions, according to Section 43(3) of the Occupational Health and Safety Act? Don't wait, thinking the problem will solve itself. Please contact your A.D. as soon as you find yourself in what you believe is an unsafe working environment. Also, contact the Local, so we can help you assert your rights under the law.

Have a great fall semester, and I'll see you in the trenches!

Inside This Issue:

Prez Sez.....	1
Local 240 Communications.....	3
Chief Steward's Corner.....	4
CAAT Divisional Executive (DivEx) News.....	5
Upcoming Events.....	6
A Trip Down Memory Lane	8
List of Executive and Stewards.....	10

News Update on Local 240 Communications

Mary Allan, Communications Officer

Welcome back to the fall term! I hope that everybody had a good summer and had some time to rest and rejuvenate.



Website Update

We continue to develop and redefine our website. If you haven't had a look, please do so at www.opseu240.ca and provide us with any feedback or suggestions. There is also a link in the Members' tab where you can register to be on our mailing list, if you aren't already.

News from IAHS

We welcome a new Steward at the IAHS. Renata Lumsden is a full-time professor in the Medical Imaging program. She will be representing the Allied Health group of faculty. We are still in need of another steward for the Nursing program and a Steward for our partial load faculty at the IAHS. If you have any questions or are interested, please contact me through our Gmail account at opseu240@gmail.com.

The search continues to replace our AD in Nursing, Maria Riva. She has agreed to continue in the role until a replacement has been found. Wendy Lawson has stepped in to an Acting AD position in Health Special Projects, Medical Imaging. Brooke Malstrom is the acting AD for the Medical Imaging program while Wendy is in this role.



Construction at the IAHS is ongoing in our Simulation Centre, but there has been much progress and it looks great! If you have the opportunity, come down for a tour. It is two floors of labs, hospital rooms, simulators and much more.

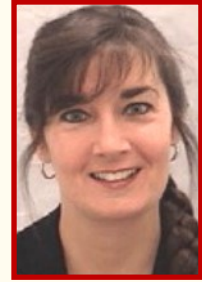
We have had two full time faculty in Nursing retire the end of August. We wish Cathryn Laws and Andrea Deakin all the best. We also hired two full time faculty in Nursing—the first hires since 2009! Welcome to Lindsay Kipp and Tracy Lickers. Unfortunately, we continue to rely heavily on our partial load faculty to do most of our teaching. Hopefully we will be able to rectify this situation with a staffing grievance.

Wishing everybody a great fall term and hope to see you at our General Membership Meeting in November if not before!

Mary

Chief Steward's Corner

Heather Giardine-Tuck, Chief Steward



Welcome Back!

Happy New Year, Everyone! I hope you had a great summer and have had a smooth Start Up, too. I am pleased to report that our ability to work with the College administration and resolve issues at the Union College Committee Academic (UCCA) table is much better now with Laura D'Alessandro as the Director of Labour Relations. We have had several Workload Monitoring Group complaints resolved to our members' satisfaction and have been able to work out other issues before having to file grievances, thanks to Laura's willingness to listen and work with us. Our Executive team will soon resume our monthly meetings with Paul Armstrong, VPA, and Geoff continues to meet with President McKerie to keep the lines of communication open.

In addition to the successful resolution of the WMGs, we had one PD Leave approved that had been denied and two grievances settled where the manager's behaviour toward the employees needed improvement. We currently have one Article 4, Bullying and Harassment grievance and a Termination grievance outstanding. We also have our first test of our new Academic Freedom language with an Arbitration hearing scheduled for October 18th where the Associate Dean over rode the Professor's professional judgment.

With our new Collective Agreement and the Moratorium lifted, we will be filing Article 2 Staffing grievances this Fall with a view to increasing our depleted full time faculty complement across the college.

To our Partial Load faculty, a reminder to **ask** for your Step increase annually (it is not given automatically). Please make this request to your Associate Dean who will then inform Human Resources. Also, please see your Steward (list at the back) to sign a new Union card. Remember, **new contract, new card.**

As always, should you have any questions or concerns, please speak to your Steward or contact one of us on the Executive.

We will continue to work on your behalf,

Heather

Winter SWF Dates

Our Winter SWFs are due on the following dates. You should have had a meeting with your Associate Dean to discuss your proposed workload prior to the issue of your SWF.

- IAHS: November 9, 2018
- Fennell and Stoney Creek: November 16, 2018

Also, effective on your Winter SWF, the College has agreed to STOP using the terms "lead", "owner" or "liaison". Instead, only the term "coordinator" will be used, in accordance with our Collective Agreement language. Hours for these duties are to be discussed and agreed upon between the faculty member and Associate Dean.

Program Coordinators will still be provided BOTH time on their SWFs and a Step 1 or Step 2 Coordinator

Assignment of Work

A reminder to everyone that your **work is assigned by your Associate Dean.** While our Coordinators and Support Staff are certainly involved in the workloading process, **it is solely the responsibility of the Associate Dean** to assign our work and resolve any issues with our workloads.

CAAT Divisional Executive (DivEx) News



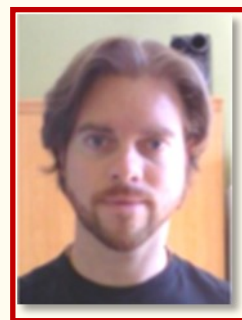
Heather Giardine-Tuck, (Newly-minted) Divisional Executive Member

In June, I was honoured to be elected to our Divisional Executive (the position formerly held by Kevin MacKay). I am very excited to be working with RM Kennedy (Chair), Martin Devitt (Vice Chair), JP Hornick and Pearline Lung.

With all that is happening with the Ford government, it will certainly be a busy year ahead. Working with OPSEU, we currently have 2 Charter Challenges filed for the government forcing us back to work and the cancellation of our arbitrated Task Forces. I will keep you updated.

Heather

Mark Your Calendar: Upcoming Events



Academic Freedom: What We Have and How We Use It

Join former CAAT-A bargaining team member Kevin MacKay for a workshop on the new academic freedom language. One of the outcomes of the strike of 2017 was that faculty at all 24 Ontario colleges gained academic freedom. This was a historic victory, but what does the new language actually change, and how can faculty use it in practical situations? This workshop will break down the new Article 13 language and examine how it relates to protected speech, to management changing of faculty grades, and to faculty choice of course materials. All faculty are welcome to attend.

Academic Freedom Workshop dates:

Fennell Campus

Wednesday, October 10, noon to 1pm, room A010

Wednesday, October 17, noon to 1pm, room A010

IAHS

Monday, October 29, 11:30am to 12:30pm, room 201

Stoney Creek

Tuesday, October 30, noon to 1pm, room A141

October 15 – Strike Anniversary and Provincial Day in Support of \$15 and Fairness

Noon to 1pm

Fennell Campus

All faculty are invited to a rally in front of the Mohawk sign on Fennell avenue, in the outdoor courtyard between H wing and the new Joyce Centre for Partnership and Innovation. We will be celebrating the anniversary of a principled faculty strike that won unprecedented changes to our collective agreement and that put the quality of college education and fairness for contract faculty at the forefront of public debate. Please bring your strike sign if you still have it!

At the rally we will be talking about the issues faculty went on strike for, how they relate to the quality of jobs that our students will have upon graduation, and how they relate **to** the campaign for a \$15 minimum wage. We will also be giving out free pizza and drinks to students, to show our appreciation for them.

OPSEU Local 240/Local 241 Political Action Committee

The Local 240 / Local 241 Political Action Committee (PAC) is a group of faculty and support staff at Mohawk that engage in projects within their union locals, the College, and the broader Hamilton community that are informed by the values of:

- worker's rights
- peace
- social justice
- human rights
- equality
- accessible, high quality, critical public education
- direct democratic participation

The PAC has been busy this year! We've supported a number of worthy social causes, and are planning some exciting activities for the fall.

Mohawk Living Wage Coalition

Starting in the fall of 2018, the PAC will be building a coalition of workers and students at Mohawk College. The goal of this coalition will be to make Mohawk College a Living Wage employer. In 2016, a living wage for Hamilton was calculated at \$15.85/hr. Approximately 25% of employees at Mohawk earn below this wage rate, and increasing it would have a significant positive impact on these workers.

Mohawk PIRG

The PAC is supporting an exciting, independent student initiative to create a Public Interest Research Group (PIRG) at Mohawk College. PIRGs are found at university campuses across North America, where they are centres for student engagement and activism around a broad range of social justice and environmental issues. Mohawk PIRG will be the first such group at an Ontario college. As such, this work will set an important precedent, and will enable the spread of PIRGs to other college campuses.

<https://mohawkpirg.ca>

2018 PAC Donations To-date

1. \$800 to Mohawk Public Interest Research Group (PIRG)
<https://mohawkpirg.ca>
2. \$400 to the Indigenous Spelling Bee - Hamilton
<https://www.facebook.com/events/772716266265437/>
3. \$570 to the Hamilton Tenants Solidarity Network
<https://www.hamiltontenantssolidarity.ca>
4. \$400 to the Woodland Cultural Centre Save the Evidence Campaign
<http://woodlandculturalcentre.ca/the-campaign/>
5. \$550 to the Emergency Support Committee for Refugees
<https://www.escr1987.com>

Get Involved!

We are always looking for other faculty and support staff to get involved with the PAC. If you are interested, please email Kevin MacKay at: kevin@skydragon.org

A Trip Down Memory Lane with Leo Barsony (reprinted with permission)

January 25 , 1982

Keith McIntyre, then President of Mohawk College sent out a college wide announcement memorandum in early 1982 in response to a proposal submitted in May 1981.

"At its board meeting the Board of Governors approved a policy and mandate for the establishment and development of our International Projects Department*" (*six years later re-named International Education Department.)

Mohawk College officially started its involvement in the Global community.

The new department had one director, one support staff and two faculty, overseeing a group of 50 Nigerian student trainees and 35 Libyan trainees. The mandate was to bid on federal government international training projects. (International recruitment, marketing or promotion did not exist nor did email, cell phone, ipads face book etc, .)

In 1981 the Bureau of International Education in Ottawa (CBIE) was awarded a Libya government project, sending 1500 Libyan students to Canada. Mohawk College was awarded a sub-contract to take 110 of the students.

The students arrived in a winter storm 36 year ago today, January 25, 1982, as did I. In the next five years the 110 Libyan students grew to 400, and during that time came a Lebanese project with 50 students, a Kenyan project with 15, Malaysia with 5, academic partnerships in Malawi, Botswana. 15 Japanese students came for English as a second language studies during the summer of 89. President McIntyre ask international to develop and run a Mohawk ESL Campus in Fukuyama Japan, which we established and operated for several years enrolling hundreds of students there.

In 1990 a dramatic change occurred, it was realized that college post-secondary programs had excess seat capacity, a proposal was developed by the international department to officially recruit students from outside Canada to fill the vacant seats. **Student Recruitment became a reality, with one recruiter, Japan, Spain, Taiwan and Korea being target countries.**

The International enrolment target in 1990 was 200, which was achieved. The International enrolment target today in 2018 is 3000 plus.

Back to January 25, 1988

It was cold, minus 18, the 110 students arrived from the airport by bus, wearing running shoes, sandals and short sleeve shirts, not one spoke a word of English. It was my first day at Mohawk and I wasn't familiar with the **college system** (I was 29, with a fairly new wife and twin one year old daughters.) ... short story everything worked out and there are many learning experiences and a few laughs, and now a few hundred Libyan Alumni.

So for me January 25, is an anniversary of 36 years in the international house (Today, I still consider my wife to be new, two daughters turned into four, they are grown-ups and there are grandchildren) and STILL I am not really familiar with the **college systems** ... but I am part of it.

From my personal catbird seat of 36 years in international, I have witnessed seven college presidents, six vice presidents, 4 college registrars, 2 directors/ 4 deans of International education, dozens of academic chairs, associate deans/deans and more reporting structures that I care to recall. **You have to have a form to get a form , it just getting the first form!**

There are international ghosts in our halls! They are Good ghost and there are hundreds of stories from past and present. I know every day presents a new challenge but also remember the rewards!

I do know there is something common running through the departments' staff, a trait of unique caring individuals with the ability to understand situations and use common sense in assisting and serving international students. It is a team who demonstrate integrity with a fierce loyalty to their peers/department and have a strong dedication to the college and can still keep their sense of humour!

Finally, in closing:

My bride of 40 years has been working on and has finalized a strategic plan for me that involves a deep commitment of both personal time, energy and resources. Reviewing and implementing the plan will take a few decades.

Therefore on this anniversary day I need to inform you that I will be retiring from International at the end of March.

Don't worry we have a couple of months to make stories and find the forms.

Keith has been very supportive with this matter and there may be opportunities for me to be involved in international education and you in the future. So

Please get your feet off the desks! and quit looking around and talking and get the numbers!!!!

We have problems to resolve stories to make !!!

Leo Barsony

**OPSEU Local 240 Mohawk College Faculty Area Stewards
September 1, 2018 – August 31, 2020**

OFFICERS

President: Geoff Ondercin-Bourne
Vice President: Kevin MacKay
Chief Steward: Heather Giardine-Tuck
Treasurer: Gaspare Bonomo
Communications Officer: Mary Allan

We are pleased to introduce our new stewards who have stepped up to support and serve their colleagues:

Neil Jamieson-Williams, Business Management Studies
Dan Popowich, Liberal Studies and Music
Betti Sheldrick, Liberal Studies, ESL, Academic Upgrading, DEP
Renata Lumsden, Medical Imaging, CVT, OTA-PTA, Pharm Tech
Rebecca Mills, Partial Load: Fennell Campus

AREA	STEWARD	Office & Phone Ext
Architectural, Civil, Urban, Planning, Math	Kevin Haluik	A209D x3994 kevin.haluik@mohawkcollege.ca
Aviation	Mark Laurie	WestJet 905-973-9553 robert-mark.laurie@mohawkcollege.ca
Business Management Studies	Neil Jamieson-Williams	F176 x3694 neil.jamieson-williams@mohawkcollege.ca
Business Office Administration and Business Graduate Studies Programs	Gaspare Bonomo Treasurer	M-wing x3193 gaspare.bonomo@mohawkcollege.ca
Chemical & Mechanical Technology Programs	Monika Jungmann	E310C x3258 monika.jungmann@mohawkcollege.ca
Computer Science Technology	Sam Scott	Q-wing x3029 sam.scott1@mohawkcollege.ca
Electro-technology Programs	Sabu Joseph	E240D x3172 sabu.joseph@mohawkcollege.ca
Early Childhood Education; ECE Intensive; Child & Youth Worker; Educational Assistant; EA Intensive; Human Services Foundations; Developmental Service Worker; Social Service Worker; SSW Intensive and FastTrack; Concurrent Disorders; Brain Disorders Mgmt; Mental Health and Disabilities Mgmt	Heather Giardine-Tuck Chief Steward	A126 x4065 heather.giardine-tuck@mohawkcollege.ca
Early Childhood Education; ECE Intensive; Child & Youth Worker; Educational Assistant; EA Intensive; Human Services Foundations; Developmental Service Worker; Social Service Worker; SSW Intensive and FastTrack; Concurrent Disorders; Brain Disorders Mgmt; Mental Health and Disabilities Mgmt	Shelley Rempel	A224 x3825 shelley.rempel@mohawkcollege.ca
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Liberal Studies and Music	Dan Popowich	F175 x3690 dan.popowich@mohawkcollege.ca
Social Services & Justice Studies	Steve Cook	C025 x3397 ste- ve.cook@mohawkcollege.ca
Health, Wellness & Fitness; RMT	Dan MacLennan	C041 x3641 dan.maclennan@mohawkcollege. ca
Liberal Studies, ESL, Academic Upgrad- ing, DEP	Betti Sheldrick	A126 x3949 bet- ti.sheldrick@mohawkcollege.ca
Liberal Studies, ESL, Academic Upgrad- ing, DEP	Geoff Ondercin-Bourne President	A126 x3952 geoff.ondercin-bourne @mohawkcollege.ca
Library, Counseling & Accessibility, CTLR, Int'l	Robert Soulliere	H101A Library x3936 rob- ert.soulliere@mohawkcollege.ca
Media & Entertainment Studies, Graphics and Design	Patrick Hanson	F108T x3175 pat- rick.hanson@mohawkcollege.ca
Medical Imaging, CVT, OTA-PTA, Pharm Tech	Michael Chan	IAHS 315 x6180 mi- chael.chan4@mohawkcollege.ca
Medical Imaging, CVT, OTA-PTA, Pharm Tech	Renata Lumsden	IAHS 356 x6423 re- nata.lumsden@mohawkcollege.ca
Nursing: Bachelor of Science in Nursing BScN	Mary Allan Communications Of- ficer	IAHS 340 x6686 mary.allan@mohawkcollege.ca
Nursing: Practical Nursing, Personal Support Worker	Vacant	
Partial Load: Fennell Campus	Rebecca Mills	A126 x4186 rebecca.mills@mohawkcollege.ca
Skilled Trades: Transportation & Indus- trial, Apprenticeship, Construction, Electrical, Fuels & Green Tech	Craig Cooper	Stoney Creek C114 x2520 craig.cooper@mohawkcollege.ca
Skilled Trades: Transportation & In- dustrial	Greg Neale	Fennell B106 x5278 greg.neale@mohawkcollege.ca
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	Carol Tristani & Cornel Fulop	M-wing
Union Office		A006 x3468