



## Prez Sez

**Geoff Ondercin-Bourne, President, Local 240**



It's hard to believe the first month of 2019 is behind us, but as the cliché goes, "Time waits for no one". Your Local has been busy, as I'm sure you've been, too.

As you'll read in this issue of Examiner, we've been successful in negotiating a significant number of full-time faculty hires, which, of course, was one of our key objectives in the strike of 2017. However, I have been asked what impact the slash and burn strategy of the Doug Ford regime might have on the progress we've made. Indeed, I have asked myself the same question.

The good news is that the Local has been assured by the College that Mohawk is in good financial shape and that there will be **no layoffs**, and that the hires we negotiated through the grievance process will be honoured. This reassurance is based on the assumption that there will be no more cuts when Ford drops his budget in March.

Let's hope he's satisfied with the damage he has done, so far, to the colleges, employees and, of course, to the students who are losing their OSAP grants, increasing the amount of debt they will carry when they graduate, and who are losing the six-month interest-free period after graduation.



Get ready for a return to the "Days of Action" that many of us remember from the Mike Harris era. Students took the lead on Friday, January 25, when Student organizations, including our own MSA, took to the streets of Toronto for a protest that brought them to Queen's Park. This is just the start. I'm sure faculty will have ample opportunity to 'get their steps in' with rallies against Ford's austerity agenda. When he said he was "For the People", he didn't mention that he meant rich, preferably white people, as evidenced by the program

cuts he has introduced since he came to power.

We'll be keeping you in the loop when any meetings or rallies are planned. We need all hands on deck to show Ford and his crew that this is no way to treat students, employees and colleges at a time when a post-secondary education is increasingly a pre-requisite to a successful career.

Hope you have a great semester, and good luck to us all in these challenging times. La luta continua!

## Colleges and Universities Capitulate to Doug Ford on Freedom of Speech

By Geoff Ondercin-Bourne

As you know, Ontario colleges and universities in Ontario were ordered by Doug Ford to adopt a so-called 'freedom of speech' policy or face cuts to their budgets. Sadly, college and university administrators capitulated to this blackmail without so much as a whimper. Needless to say, Local 240, along with a wide range of labour unions, student organizations, journalists and academics have criticized both the content of the policy, as well as the process by which it was developed.

Do you remember when the Ford regime was elected, government employees were dragged from their workplaces to the premier's press conferences, so they could drown out questions from the media by applauding loudly? It defies logic that such a man should portray himself as the 'defender' of free speech. Ford's maneuvering was a clear indication that college and university administrators were being played. If they did know they were being played, they should have demonstrated academic leadership and called the policy what it was: blackmail.

Much of this 'freedom of speech' policy is banal stuff. High principles and platitudes. However, one sentence, in particular, should be cause for concern for anyone who actually is committed to free speech:

**Colleges may reasonably regulate the time, place and manner of freedom of expression to ensure it does not disrupt normal college operations and ordinary college activities or endanger the safety of others.**

This statement is essentially a blank cheque for administrators to define "reasonable" and therefore regulate freedom of speech in their institutions. This is not acceptable.

As for the process, when I enquired as to why faculty were shut out of the consultation process, I was told that the colleges believed, since some administrators had at one time been faculty members, that that constituted faculty consultation. Such a lame explanation is insulting and casts a dark shadow over the entire exercise.

On a positive note, President McKerlie has said now that the policy has passed, it can be reviewed and, if necessary, changed. He has invited us to participate in any review of the policy. We will, absolutely, take him up on his offer.



## Chief Steward's Corner

By Heather Giardine-Tuck, Chief Steward

Hello, Everyone! I hope 2019 is off to a great start. I am very pleased to report that 30 of the 31 Staffing Grievances we filed have now been settled, resulting in a total of 58 new positions to be hired across the College this year and next. With the Moratorium over and the ability to file Article 2 Staffing Grievances again, your Executive will continue to do this work to ensure our full-time faculty staffing levels are increased.



To that end, if you do not see hiring this time around in your department, please know we will continue to watch the use of non-full-time faculty and will be filing additional grievances as necessary. Here is the breakdown of the hiring:

### Hires for 2019 and 2020

Mechanical	1	
Aviation	3	
Electrical Engineering	1	
Construction & Building	4	
Electrical Fuels / Green Tech	2	
Transportation and Industrial	5	
Computer Engineering	6	
Language and Culture	1	1 (2020)
Graphics and Design	2	1 (2020)
Chemical / Environmental	2	
LINC	1	2 (2020)
Liberal Studies	Referred	to Arbitration
Business Academic Delivery	5	2 (2020)
Business Media Graduate Studies	2	1 (2020)
Practical Nursing	4	
Collaborative Nursing	5	
Media & Entertainment	1	
Social Services & Justice	1	1 (2020)
Architecture, Civil, Transp. Plan	2	
Health Studies	1	
Math	1	
TOTAL	50	8

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. In solidarity,  
Heather

## Winter 2019 Upcoming Events

By Kevin MacKay, Vice President

### **Wednesday, March 6 – Academic Freedom: Using our new collective agreement rights**

Fennell Campus

Noon to 1pm, room A 123

This workshop introduces faculty to the new Article 13 Academic Freedom language that was won as a result of the 2017 strike. Academic freedom is central to the work that post-secondary faculty do. We will discuss how the Article 13 language gives faculty new rights concerning: freedom of speech, evaluation methods, assigning of grades, and method of course delivery.



### **Thursday, March 7 – Academic Freedom: Using our new collective agreement rights**

IAHS Campus

Noon to 1pm, room 359

This workshop introduces faculty to the new Article 13 Academic Freedom language that was won as a result of the 2017 strike. Academic freedom is central to the work that post-secondary faculty do. We will discuss how the Article 13 language gives faculty new rights concerning: freedom of speech, evaluation methods, assigning of grades, and method of course delivery.

### **Wednesday, March 13 – Classroom Management: Student issues, technology use, lecture recording, and accommodations**

Fennell Campus

Noon to 1pm, room A 123

This workshop contains important information concerning a wide range of issues that faculty may encounter with students. We will learn what College policies and legislation govern student behavior and student accommodations, and will understand the rights that faculty have to manage the classroom and ensure the academic integrity of their courses.

### **Tuesday, March 19 – Classroom Management: Student issues, technology use, lecture recording, and accommodations**

Stoney Creek Campus

Noon to 1pm, room A 114

This workshop contains important information concerning a wide range of issues that faculty may encounter with students. We will learn what College policies and legislation govern student behavior and student accommodations, and will understand the rights that faculty have to privacy and security, to manage the classroom, and to ensure the academic integrity of their courses.

## Winter 2019 Upcoming Events (Cont'd)

By Kevin MacKay, Vice President

### **Wednesday, March 20 - Classroom Management: Student issues, technology use, lecture recording, and accommodations**

Fennell Campus

Noon to 1pm, room A 123

This workshop contains important information concerning a wide range of issues that faculty may encounter with students. We will learn what College policies and legislation govern student behavior and student accommodations, and will understand the rights that faculty have to privacy and security, to manage the classroom, and to ensure the academic integrity of their courses.

### **Wednesday, March 27 – Understanding Your SWF**

Fennell Campus

Noon to 1pm, room A 123

This workshop helps you understand your standard workload form (SWF) and the parameters in which academic work is assigned at the College. We will go over key aspects of the SWF, and allow faculty to ensure that they are receiving adequate time for preparation, evaluation, administrative tasks, course development, and coordination. The Workload Monitoring Group process will also be discussed.

### **Thursday, March 28 – Understanding Your SWF**

IAHS Campus

Noon to 1pm, room 359

This workshop helps you understand your standard workload form (SWF) and the parameters in which academic work is assigned at the College. We will go over key aspects of the SWF, and allow faculty to ensure that they are receiving adequate time for preparation, evaluation, administrative tasks, course development, and coordination. The Workload Monitoring Group process will also be discussed.

### **Wednesday, April 24 – OPSEU Local 240 General Membership Meeting**

Fennell Campus

4pm to 5:30pm, room TBD

Join your faculty colleagues for our end of year general membership meeting. The Local budget will be presented and approved, and year-end report-backs given from Local executive committees. Questions and feedback from faculty are welcome and encouraged. Come find out how your union works, and be a part of setting our priorities for the coming year.

## Winter 2019 Upcoming Events (Cont'd)

By Kevin MacKay, Vice President

### Wednesday, April 24 – OPSEU Local 240 and Local 241 End of Term Social

The Arnold Centre

Fennell Campus

5:30pm to 8pm

We will be joining our support staff colleagues for an end of term BBQ and social at the Arnie. Connect with old and new friends from across the college and unwind after the semester end. Food is provided by the faculty and support locals, drinks are on you!

## Greetings from the IAHS

By Mary Allan

Greetings and Happy New Year!

I hope that the winter term is going well and that you are still working on your New Year's resolutions!

At the IAHS we continue to be at capacity enrolment in all of our programs and committed to the success of our students. We have recently added a new campus at Wentworth Heights. The PSW program will be housed here and will have brand new classrooms, labs and hands-on learning. Another example of community partnership! We also have some new initiatives under the helm of our AD of Special Projects, Wendy Lawson. We welcomed two new faculty in the fall and are expecting two more this winter. We have seen a few changes in our administrative staff and will be welcoming a new AD of Nursing in the near future, as well.



As you have read in Geoff, Kevin and Heather's columns, our Local has had many successes during 2018, and your executive is committed to working hard for you in 2019 to ensure that we continue with this trend.

As your Communication Officer, I encourage all of you to stay informed by checking our Facebook page and our website. Please send us your thoughts and questions. You may access our Facebook page and send us questions via our website [www.opseu240.ca](http://www.opseu240.ca). Try to attend our information sessions, socials and General Membership Meeting as well. Dates and locations will be on our events calendar on our website.



Have a great term, and I hope to see you at one of our events! In solidarity,

Mary

## Local 240, In Solidarity with Our MSA

By Geoff Ondercin-Bourne, President

OPSEU Local 240, representing faculty at Mohawk College, condemns the Ford Government's attack on students and their representative organization, the MSA (Mohawk Student Association). The MSA is the student voice on campus, providing essential services such as coordinating non-profit health and dental insurance plans, negotiating discounted transit passes, organizing social activities, and offering advocacy services for marginalized and vulnerable students. We demand that the Government repeal its regressive, anti-student plan to deprive students of these important supports by ending compulsory ancillary fees.

These fees were democratically determined by student associations. Thus, the Ford Government has compromised the political freedom of students and curtailed their rights. In a democratic society, such autocratic measures are an affront to students, particularly those who most rely on these services.

Further, we condemn in the strongest terms the Government's attempt to save money on the backs of students by cutting OSAP grants to those students most in need. The so-called 10% cut in tuition fees in no way compensates students for the loss in OSAP support and student services being imposed by the Ford government. The elimination of the 6-month interest free period for OSAP loans is further evidence of Ford's lack of concern for the future of post-secondary students in Ontario.

We stand united with our MSA in their struggle against a government that neither understands nor cares about the impact of its anti-democratic agenda.



Geoff Ondercin-Bourne, President, OPSEU Local 240 and  
Andrew Pidsadny, President, Mohawk Student Association

## Greetings from the Board of Governors

By Kamala Kruse, Board of Governors Faculty Representative

I hope that you all had a wonderful start to the Winter semester.

It is an honour and privilege to serve as the faculty representative on the Mohawk College Board of Governors. I started my term in September 2018 and attended both meetings last Fall. Several key decisions were made at these meetings such as the partnership with EON Reality to set up the Augmented and Virtual Reality Center on Fennell campus. As a board member, I have also had the opportunity to provide feedback on the new Campus Master Plan. One of the highlights was to hear our faculty colleague, Rubaid Khan, and his student talk about the wonderful teaching and learning being done through their applied research project with a local business.



I have been actively engaging in discussions and providing a faculty lens in decision making. I had a lot of help in getting up to speed to step into this role. It started with a board orientation with the Mohawk Executive Group in September and included formal governance training at the Higher Education Summit in November. Mentorship from other board members has also greatly helped me ease into this role. I will continue providing faculty perspective in the boardroom with integrity, critical thinking, and professionalism. Thank you for trusting me with this responsibility.

Wishing you and your students a wonderful semester ahead,  
Kamala

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# OPSEU Local 240 Faculty Officers and Area Stewards

**September 1, 2018 - August 31, 2020**

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