

# Examiner

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October, 2019



## Prez Sez

Geoff Ondercin-Bourne, President, Local 240

It's hard to believe we're already into the second month of the 2019-2020 season, but here we are. Your Local has been busy on several fronts, as you will see as you read this issue of Examiner. So, what's been going on while you were away?



## Morneau Shepell (MS)

When the College first told us they were contracting out short-term disability cases and accommodations to MS, we knew we were in trouble, and trouble is what MS has delivered. We've had numerous cases where members have been denied accommodations, even when they have provided documentation. MS has been very slow responding to communication from members. They also appear to have a rotating cast of case workers—some members have dealt with four or five case workers for the same claim. Not very impressive.



### Can you spot your MS case worker?

MS is able to deal with physical injuries. Show them a broken leg, and there's a good chance they will see that a member needs an accommodation. However, any stress-related or mental health issues are tough to handle. They are skeptical of members suffering from these kinds of issues.

We currently have three grievances against the College from members who are stuck on the MS/Mohawk College merry-go-round. At the same time, we are in discussions with the College to see if we can resolve this ongoing conflict. At the very least, Mohawk should end its relationship with MS and look for a more competent and compassionate alternative.

## Support Services for Evening Class

We have brought to the College's attention the lack of support services for both faculty and students in evening classes. If the College is open until 10:00pm, then there should be tech support in the classroom. Faculty should have access to all the services they require during the day. The

College has committed to address the issue, so we'll see what changes result from our discussions.

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## Prez Sez (cont'd)

Geoff Ondercin-Bourne, President, Local 240

### Local By-elections

VP Kevin MacKay is on a PD Leave until September, 2020, and we wish him every success in the projects he is taking on in the next year. In the meantime we need to hold by-elections to fill whatever vacancies result from his absence. Those elections will be held at our next GMM on October 28. (Details on p.5.) We hope you will join us at the meeting.

### Federal Election

As I'm sure you know, the federal election is on **Monday, October 21**. We hope everyone will get out to vote and that we encourage our students to do the same. In addition, please consider

- ✓ Putting up a sign
- ✓ Making a donation
- ✓ Volunteering

If you'd like to be more involved in the campaign, here's a handy guide from our friends at the Canadian Association of University Teachers (CAUT) that provides helpful information about the election and how to make sure post-secondary education is on the radar of candidates from all parties: [CAUT Election Toolkit - For Our Future](#). It's all about PSE issues and the most effective way to help all of us get our message out to our colleagues and our communities.

So far, the polls are pointing to a minority government, which means, if the predictions turn out to be accurate, no one party will have a monopoly on decision-making. In other words, out of necessity, decision-making will be more democratic. Not a bad outcome, methinks.

Who you vote for is your choice, of course. Which party best represents the interests of your family, your community and your country. Have a look at all the party platforms and decide for yourself which one most deserves your support.

For me, I'm supporting the party that supported us on the picket line. Call it 'returning the favour', if you will. The NDP was there for us when we were on strike, so I want to be there for them.

However, regardless of your personal choice, make sure your voice is heard. Get thee to the polls!

#### **Important! SWF Due Dates for Winter, 2020**

All winter SWFs are due November 15. Please remember, as per the Collective Agreement, your AD should have a conversation with you, prior to issuing you the SWF. If this did not occur, please alert your steward.

## Chief Steward's Corner

By Heather Giardine-Tuck, Chief Steward

Hello Everyone,

It has been a very busy semester so far. As Geoff mentioned, our primary grievances have been dealing with Morneau-Shepell's denial of accommodations and Short Term Disability Benefits for our members. We are in constant conversations with the College to try to correct this situation.

We have had two positive outcomes concerning faculty workloads for **Fall 2019**.

First, the College and the Local have agreed that all assigned coordinating responsibilities will be reflected on faculty SWFs. For those coordinating courses or other program experiences (i.e. simulation coordinator), they will be compensated with **a minimum of one hour** on their SWFs, in the semester in which the course is running. Even if no one else is teaching the course, you are to be given a minimum of 1 hour recognition for work such as maintaining the Master Shell, updating COMMS and any other work associated with the course. If the responsibilities require more than one hour, the coordinator and AD will negotiate a fair number of hours for the activity.

If you have not been compensated for this work on your **Fall 2019** SWF, please meet with your AD to have the work added to your SWF. If there are any issues in having this work added to your SWF, please refer your SWF to WMG and cc me.

Second, for the implementation of Canvas, the College has agreed to assign a **minimum of 1 hour** complementary time to all faculty to transition to the new LMS. For the following programs, **Fall SWFs must** be revised to reflect this work:

- Aviation Technician - Aircraft Maintenance - 269
- Aviation Technician - Aircraft Structures - 289
- Aviation Technician - Avionics - 299
- Business Analysis - 334
- Electrician Construction & Maintenance - 309A
- Gas and Oil Burner Technician 2 - 049
- Human Resources Management - 113
- Industrial Electrician - 442A
- Occupational Therapist Assistant and Physiotherapist Assistant - 746
- Power Engineering Techniques - 482
- Utilities Systems Operator - 486

For all others, the time will be reflected on your Winter 2020 SWF.

Finally, Time and Attendance Reporting issued a statement in August that was incorrect and subsequently corrected after Local 240's discussions with the College. To be clear, if you have vacation carry over, **you will not lose this time**. Our 'vacation' is actually deferred salary which is why we cannot lose it. For this year, please complete the required paperwork to reflect the vacation days you have not used and submit to your AD. We are hoping that next year, the Time and Attendance Reporting system will automatically carry these days over. The College has committed to this goal.

All the best for a smooth semester!



## Greetings from the IAHS

By Mary Allan, Communications Officer

Welcome Back and Greetings from the IAHS!

I hope that the startup has gone well for all!

I always enjoy the hustle and bustle of start up in September! At the IAHS we continue to be at capacity enrolment in all of our programs and continue to be committed to the success of our students.



Over the spring/summer we have had a few changes at our administrative level. We welcome Beth Morris as AD, Nursing. We also have Wendy Lawson at our helm as our Dean of Health, Laura Thomas is our AD, Allied Health and Theresa Merwin is now in the role of Director, Simulation, Business Development & Interprofessional Learning School of Health. We also welcome Hazel Santos and Caitlin Matheson, two new full-time professors for Nursing.

As your communication officer I encourage all of you to stay informed by checking our Facebook page, our website and sending us your thoughts and questions. Send us questions via our email [opseu240@gmail.com](mailto:opseu240@gmail.com) or our website [www.local240.ca](http://www.local240.ca). You may also sign up to be on our email list via our website. Try to attend the General Membership Meeting. Dates and locations for all of our upcoming events will be on our events calendar on our website.

We will also be sending out a short member engagement survey soon so watch for it and please complete it.

Have a great term and I hope to see you at our GMM!

In solidarity,

Mary

### **OPSEU Local 240 General Membership Meeting**

Monday, October 28  
4:00-5:30pm  
Room C233, Fennell Campus

- By-elections for your Local Executive
- What's your issue? Let's talk.

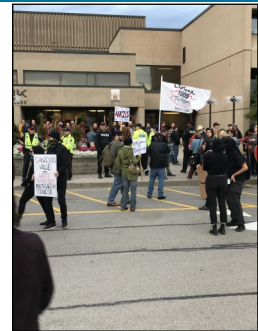
**See you there!**

## Chaos on Campus: Intolerance Gets Its Day in the Sun at Mohawk College

By Geoff Ondercin-Bourne, President

On Sunday, September 29, the Peoples' Party of Canada (PPC) held a fundraiser at the McIntyre Theatre. The cost to attendees was \$50 apiece, and the event was billed as being sold out. The PPC is committed, among other things, to

- slamming the door to refugees,
- reducing immigration,
- putting an end to multiculturalism
- denying climate change



Obviously, these commitments are incompatible with the values of Mohawk College. However, the College likely couldn't refuse Bernier's event due to Doug Ford's so-called 'freedom of speech' policy, which threatens a funding cut for any post-secondary institution that doesn't provide a platform for just about anyone who cares to climb on to a soapbox and say their piece.

Outside, protesters took issue with those values, and made it clear that they had no place in an institution of higher learning. Mohawk College made the news for all the wrong reasons. Although the Local played no role in organizing the protest, members of Local 240 attended it, in solidarity with students and employees who could be forgiven for wondering if Mohawk College was the safe and welcoming environment it claims to be.

A wide range of groups were at the anti-PPC protest, from a choir that sang in support of peace and diversity to groups of various stripes who confronted attendees, trying to get into the building. The tensions raised by alt-right groups supporting the event, including the Sons of Odin, Proud Boys, and 'Yellow Vesters', and the confrontational response from some of the anti-Bernier protesters quickly and predictably erupted into violence. The College expected violence, which is why they ensured that a larger than usual police presence was there to keep the two sides apart.

Those of us from the Local who were present kept our distance from the melee. While faculty want to be clear that protest is an important form of freedom of speech, we also don't endorse the actions of all the protestors. Blocking elderly attendees from entering the building, not only demonstrated poor judgement, but it distracted from the real issue – responding to the intolerance and hate that are creeping into our politics.

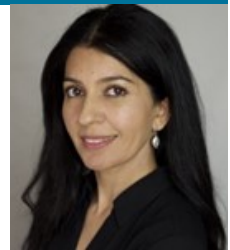
To that end, the Local 240 Political Action Committee did plan an educational event, to be held in a single classroom, for that evening. However, the College informed the organizers that it planned to charge us the same amount of insurance they were charging Bernier, even though our event was small by comparison. It is the Local's view that they should have facilitated a faculty event that would have balanced the highly controversial nature of the PPC event. Those present believed that this was establishing an unfair equivalency between the two parties and their respective events, favouring the PPC, whose presence on campus was an affront to international students, newcomers, LGBTQ students, etc.

Now that the event is over, what next? Judging from the media coverage, the College has taken a beating and reinforced Hamilton's reputation, which has been described in the press as the 'hate capital' of Canada. However, we believe there is an opportunity to begin the healing process. **The Local is urging Mohawk College to donate the entire fee it received from the PPC to a local community group that supports newcomers to Hamilton.** Such a gesture would demonstrate to the city that we are serious about our commitment to making Mohawk College a welcoming environment for everyone!

## Report from the Board of Governors

By Kamala Kruse, Board of Governors Faculty Representative

I hope that you all had a great summer and a wonderful start to the fall semester. I had a busy first year as your representative on the Mohawk College Board of Governors, which included receiving formal Governance Training and serving on the Program Development and Renewal Committee (PDRC) which reviews and recommends all new academic programs for approval to the Board.



Last year, the Board approved several new programs to meet our current and future employer needs such as the Elevating Devices Mechanical Technician, Learning Disability Specialist, and the EON Augmented Reality/Virtual Reality certificate. The Board also chose our international student program as the theme for its all-day spring retreat that took place in May. The retreat was a wonderful opportunity for the Board to learn about our international student program and provide feedback and strategic direction.

The 2019-2020 budget that was approved at the April meeting included many investments in our students' learning environments such as the new expanded aviation classroom space in partnership with KF Aerospace, the EON Augmented and Virtual Reality Center, and the hiring of many new full-time faculty. The Employee Engagement survey and the KPI Report were also presented to the Board which resulted in very engaging and informative discussions.

In addition to continuing to serve on the PDRC committee this year, I will also be serving on the Audit, Finance, and Infrastructure (AFI) Committee. As your representative, I will continue to share my faculty perspective and insights in guiding our college in mitigating any institutional risks and making strategic investments in all elements that comprise quality learning environments for our students such as new and renovated buildings, faculty development and engagement, academic equipment and resources, class sizes etc.

I am grateful to you for trusting me with the responsibility to serve as your representative on the Board of Governors. Please don't hesitate to reach out to me if you have any ideas to share about the strategic direction of our college. I can be reached by email ([kamala.kruse@mohawkcollege.ca](mailto:kamala.kruse@mohawkcollege.ca)), by phone (x4653), or in person. My office is in E310A. I look forward to talking to you and wish you and your students a great semester ahead.

Kamala

## OPSEU Local 240 Faculty Officers and Area Stewards

**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

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	Vacant	
Business Office Administration and Business Graduate Studies Programs	Gaspare Bonomo <b>Treasurer</b>	M-wing x3193 gaspare.bonomo@mohawkcollege.ca
Chemical & Mechanical Technology Programs	Monika Jungmann	E310C x3258 monika.jungmann@mohawkcollege.ca
Computer Science Technology	Vacant	
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.; Rec Therapy	Heather Giardine-Tuck <b>Chief Steward</b>	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.; Rec Therapy	Shelley Rempel	A224 x3825 shelley.rempel@mohawkcollege.ca
Liberal Studies and Music	Kevin MacKay <b>Vice-President</b> (on leave Sept 1, 2019 – Aug 31, 2020)	F175 x3364 kevin.mackay@mohawkcollege.ca

## OPSEU Local 240 Faculty Officers and Area Stewards

Liberal Studies and Music	Dan Popowich	F175 x3690 dan.popowich@mohawkcollege.ca
Social Services & Justice Studies	Steve Cook	A226 x3397 steve.cook@mohawkcollege.ca
Health, Wellness & Fitness; RMT	Dan MacLennan	C041 x3641 dan.maclennan@mohawkcollege.ca
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Liberal Studies, ESL, Academic Upgrading, DEP	Geoff Ondercin-Bourne <b>President</b>	A126 x3952 geoff.ondercin-bourne@mohawkcollege.ca
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Allied Health: Medical Imaging, CVT, OTA-PTA, Pharm Tech	Michael Chan	IAHS 315 x6180 michael.chan4@mohawkcollege.ca
Nursing: Bachelor of Science in Nursing, Practical Nursing, Personal Support Work	Mary Allan <b>Communications Officer</b>	IAHS 340 x6686 mary.allan@mohawkcollege.ca
Skilled Trades: Transportation & Industrial, Apprenticeship, Construction, Electrical, Fuels & Green Tech	Craig Cooper	Stoney Creek C114 x2520 craig.cooper@mohawkcollege.ca
Skilled Trades: Transportation & Industrial	Greg Neale	Fennell B106 x5278 greg.neale@mohawkcollege.ca
Partial Load: Fennell Campus	Rebecca Mills	A126 x4186 rebecca.mills@mohawkcollege.ca
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