

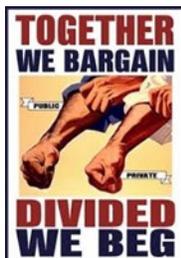


Prez Sez

Geoff Ondercin-Bourne, President, Local 240



Bargaining – It’s Sooner Than You Think



Would you believe it’s been well over two years since the strike of 2017? It seems we just put down our picket signs and ate our last slice of picket line pizza. However, it’s 2020, which is our pre-bargaining year. This fall you will be asked to participate in a demand set survey to determine the issues that are a priority for you and your colleagues. Will it be contracting out or faculty classification?

What about salary and benefits? Although the fall seems a long way off, it will be here before you know it, so it’s not too soon for you to start thinking about what improvements you’d like to see in your Collective Agreement.

Canvas

We’re getting a wide range of feedback on the transition from D2L to Canvas. In a nutshell, if your course consists mainly of Word Docs and PDFs, the change has been relatively painless. However, if you have been using HTML, or your course includes videos and/or quizzes, you may find that the one hour per week you’ve been assigned on your SWF just isn’t enough to get the job done. If this is your experience, please talk to your AD about getting additional time on your SWF to complete the transition, which ought to result in a reduction in teaching. The College has assured us that they are open to such requests. But you know the old saying, “If you don’t ask, you don’t get”. (With thanks to Mary Allan for that one.)

Faculty Re-classification

Remember the *SWF bandits*? They were ADs who short-changed faculty on their SWFs to make their balance sheets look good. Well now we have to be on the lookout for *Re-classification bandits*, ADs who re-classify partial load professors to instructors to save money on the backs of contract faculty. We are going to arbitration to defend members who have been targeted by their manager. Please contact the Union if you find out your AD is a Re-classification bandit.



ATTENTION ALL PARTIAL LOAD FACULTY!

The Partial Load Registry will open on April 1st. If you want to be on the list for work in 2021, you **must have** signed on to the registry through My Mohawk.

Hiring

As you know, through the staffing grievances we filed last year, the College hired a significant number of full-time faculty. We agreed on some hires for 2019 and some for 2020. As part of our agreement we committed not to file more staffing grievances until the 2020 hires were in place.

However, your Local has reviewed the lists of contract faculty (partial load, sessional and part-time) and have found the there are still areas of the College that are top-heavy with contract faculty. We have notified HR of this problem and, regardless of whether or not we can file grievances, we have asked them to consider hiring more full-time faculty, anyway. To their credit, the College has agreed to review the numbers, themselves, and possibly fill at least some of those gaps where there are insufficient full-time faculty.

We will keep you posted and will hopefully see more of our contract faculty joining the full-time complement. As I said earlier, "If you don't ask...."

On a Personal Note

It has been my pleasure and my honour to serve as your Local President for the past seven and a half years. The work has been both rewarding and challenging, to say the least. I've had the good fortune to work with the most dedicated, committed and hard-working union activists you could ever imagine. I truly believe our Local is the envy of CAAT-Academic and OPSEU, as a whole.

Through countless grievances and workload issues, through endless meetings to make our case to Management, and, of course, through the strike of 2017, we have worked as a team. I couldn't be more proud of what the team has accomplished.

I've also enjoyed getting to know members such as you, at meetings, in the halls (where the real meetings take place) and on their picket line where we stood our ground for five long weeks.

However, I've decided it's time to turn the reins over to a new President and a new Executive, so I will not be offering for re-election at the GMM on March 30. However, I will remain as your Local President until my term officially ends on August 31. Once my term ends I will be retiring from the College, trading in my SWF for what is beginning to look like a lengthy 'honey-do list'. Alas, at home I am the President of nothing, with no grievance procedure to fall back on and no union steward to defend me.

Good luck to you all, as you continue to do what you do best: provide our students with everything they need to be successful in their careers and

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successful as members of our community. It's become a cliché to say that 'students are at the heart of all we do'. However, when we close the doors of our classrooms and roll up our sleeves, we know it is true. All the best to my friends and comrades in Local 240. In solidarity.

News from the Joint Insurance Committee (JIC)

Heather Giardine-Tuck, VP Local 240, Co-Chair JIC

At the Joint Insurance Committee, your OPSEU faculty advocates and staff work to assist you with benefits claims which have been denied. As the co-chair on this committee, I am pleased to inform you that effective December 1, 2019, the Sun Life Benefits plan began covering Continuous Glucose Monitors:



COVERAGE FOR CONTINUOUS GLUCOSE MONITOR (CGM) SUPPLIES

Effective December 1, 2019, Continuous Glucose Monitors (CGM) were added to the list of covered medical devices under the Extended Health Care coverage for policies 50832. Continuous Glucose Monitor (CGM) receivers, transmitters and sensors are covered for employees, retirees and dependents with Type 1 diabetes up to a combined maximum of \$4,000 per person per calendar year. A Doctor's note with the diagnosis must be provided to Sun Life along with the claim for CGM supplies.

If you have any claims for these devices, which were purchased after December 1, 2019, please submit them for reimbursement.

In addition, while the Collective Agreement provides for negotiated premiums to be paid for negotiated drug coverage, the College Employer Council has the unilateral right to modify how the plan is administered. At the Joint Insurance Committee, we have been advised that effective February 1, 2020, Council decided to add Prior Authorization to our benefit plan. This means that pre-approval will be required for approximately 200 specialty drugs out of the 14,000 drugs our plan currently covers (there is no change to the list of drugs our plan covers). Council has assured that:

- Prior Authorization only applies to certain specialty drugs
- If you are already taking one of the prior authorization drugs, you do not need any further approval
- Anyone prescribed a prior authorization drug as of Feb 1, 2020 will go through the approval process
- Turnaround time for approval is 5 business days

At the JIC, we will be monitoring the impact of this change to the plan and alerting Council should there be any negative impact on our members. As always, if you have any questions or concerns, please reach out to me.

Hope to see you at our GMM,
Heather

Chief Steward's Corner

By Shelley Rempel, Chief Steward

Hello Everyone

As an introduction, I was elected the new Chief Steward at the October 2019 GMM – thank you to my nominator Erin Cameron and for all of the Membership support. It is a honour to serve my colleagues in this new capacity. The Chief Steward position is new to me. However, representing my colleagues is not, as I have been steward for my department for close to 10 years. During the 2017 strike, I served as picket captain. In addition, I am an active member of Local 240's Political Action Committee. I have been a faculty in the Social Service Work program at the College for nearly 20 years.



I began my term in January and with the active support of Geoff Ondercin-Bourne, Heather Giardine-Tuck, Gaspare Bonomo and Mary Allan, have started to integrate and contribute to the busy work agenda of Local 240's executive team. There is a steady process of enforcing the Collective Agreement and advocating for faculty facing challenging work situations. In addition to assisting members with filing grievances when necessary, the team continues to advocate for more full time hires as a result of the Local's review of the 27.12 list (the record of our work taught by PT, PL and Sessional faculty). The Local is also pressing for year-long SWFs, where it makes sense, to improve the predictability of our workload and improved work-life balance. In addition, Morneau-Shepell continues to be a challenge for faculty seeking accommodations and Short Term Disability Benefits. Other issues of concern include workload and transition to Canvas.

The Spring SWF should be in your hands by March 20. Remember your AD or Manager must offer opportunities to meet to discuss your workload. If you do not agree with your workload, do not hesitate to send it to the Workload Monitoring Group. This stops the clock and allows more time for you to consult with Local 240 and your AD.

I hope the remainder of the semester goes well for you and your students.

Shelley

Upcoming SWF Due Dates

Spring: March 20

Fall: May 15

Winter: November 13

Vacation Dates: 2020

May 1-June 30

July 1-August 31

Greetings from the IAHS

By Mary Allan, Communications Officer

Greetings from the IAHS! I hope that your winter term is going well and that you had a good break week!

We haven't experienced any significant changes at the IAHS since the last newsletter. We continue to lobby for more full-time faculty in the nursing program. We have also grieved the inappropriate reclassification of our partial load faculty in the nursing program from professor to instructor.



As always, I encourage all of you to stay informed by checking our Facebook page, our website and send us your thoughts and questions. You may access our Facebook page and send us questions via our website www.local240.ca. Try to attend our information sessions, socials and General Membership Meetings, as well. Dates and locations will be on our events calendar on our website.

This may be my last column in the Examiner as I will not be running for the office of Communications Officer in the upcoming election for our officers. It has been an honour serving the members of Local 240 over the last eight years as your Communications Officer.

Wishing everybody a good second half of the term and hope to see you at our General Membership meeting on March 30, if not before!

In solidarity,

Mary Allan, Communications Officer
Local 240

OPSEU Local 240 General Membership Meeting

Monday, March 30
5:00-6:30pm
Room C125, Fennell Campus

Elections for your Local Executive
See you there!

Faculty Experiential Training Trip to Ecuador

By Shelley Rempel

Hola

Thanks, in part, to the generous support from Local 240's PAC, ten Mohawk College faculty and staff travelled to Ecuador to participate in a 9-day program in February with Operation Groundswell (OG). The trip was organized to train faculty interested in facilitating short-term international experiential learning trips for student groups and to contribute in a concrete way to each community. The experience provided deep, introspective learning which was, in short, transformative. The travel challenged our Canadian privilege and worldviews by engaging in a culture different from our own through solidarity not charity.

The focus of the Operation Groundswell program is Food Revolutions in Ecuador ([Food Revolutions](#)). We learned that Ecuador is one of the first countries in the world to incorporate food sovereignty as a constitutional right. As we journeyed from the capital of Quito, to the highlands and the Pacific Slope we met and worked with farmers, educators and activists working for food justice. We heard about the challenges of globalization and climate change on Indigenous and rural communities and the work they are doing to resist.



A quick overview:

- We started our journey after a redeye flight to the capital of Ecuador, Quito. We were met at the airport by Evelyn Arce Chavarrio and Ben Sampson from OG and after an orientation joined the team at Yanapuma to learn Spanish and prepare and share a traditional meal. Yanapuma is a non-profit organization committed to supporting sustainable projects in Indigenous and marginalized communities.
- The next morning, we travelled to the Fundacion Brethren Unidad (FBU) near Tabacundo a picturesque farm in the highlands. The FBU, supported by a foundation, aims to share sustainable, organic farming practices with



local communities to protect the environment and grow solidarity. Here we prepared the soil and planted vegetables alongside local high school students, and later milked cows and planted trees. We were greeted each morning by a rooster (about 5 AM) from our shared, rustic accommodation and enjoyed fresh local food and juice and discussions about the challenges facing FBU.

- The next stay for our group was near Santo Domingo to meet the Tsachila people, a small community of 2 to 300, living deep in the tropical rainforest. There are only about 2800 Tsachila people spread out over several isolated communities in Ecuador. The Tsachila community is working hard to regain and protect their language, traditions and culture. A feature of our time in the Tsachila community was that we broke up into smaller groups of two to four people and lived with a home stay family. During our visit in the community we planted trees and cleared a soccer field for an upcoming festival. Our group learned about the community's goal to promote environmental awareness through planting edible forests, and medicinal plants. We were honoured the Tsachila shared several ceremonial practices and music and dancing with our group. We awoke to several roosters crowing each morning at about 5 AM.

- Our final stay is the Shunku Bee Farm in the highlands of Ecuador. Our hosts Gabby and David are trying to conserve the highland wilderness and protect honeybees. The Mohawk team contributed by preparing the vegetable garden for planting, cutting back overgrown vines, weeding and hoeing trees, and harvesting beeswax. Here we practiced meditation and mindfulness and enjoyed fresh vegan foods and mead. And you may guess, a rooster woke us up at about 5 AM each morning.



- We spent our final day back in Quito. Evelyn and Ben from OG facilitated *disorientation*, a process to help participants reflect on their travels and consider the meanings of our experiences. There was also a little time for shopping and a tour to the Middle of the World museum and monument. We all had our pictures taken with one foot on either side of the equator, one in the northern hemisphere and the other in the southern. Later that day we said goodbye to our new friends from OG and prepared for our 5 AM alarm and early morning flight. Needless to say, at this point we were well-accustomed to the early mornings because of the roosters :)

Please let me know if you have any questions or would like any additional information. Once again, thank you to Local 240 and PAC for the support.



Report from the Board of Governors

By Kamala Kruse, Board of Governors Faculty Representative

I hope that you and your students are having a wonderful semester. There have been three meetings of the Board of Governors so far this academic year. I am serving on both the Program Development Renewal Committee (PDRC) and the Audit, Finance, and Infrastructure (AFI) Committee. The main focus of the meetings, so far, has been on discussions on the new Strategic Mandate Agreement and future budget directions ahead of the budget approval in April.



New Programs Approved

At the November meeting, the Board approved two new programs to meet current and future employer needs, a graduate certificate in Remotely Piloted Aerial Systems (Drones) and a four-year degree in Analytics and Data Management.

College Quality Assurance Audit Process

The Board received an update on the successful completion on the College Quality Assurance Audit Process (CQAAP). An update on the Key Performance Indicator (KPI) survey showed that Mohawk College has moved to being #1 in the Greater Toronto Hamilton Area for both student satisfaction and graduate employment. The Board was informed that the KPI survey was unlikely to continue in its current format and that various options are being explored by the College on how to best collect student satisfaction data in the future.

Premium Employer Program

The Board also learned about the Premium Employer Program that was launched to increase graduate success as well as employer engagement. At the February meeting, after extensive discussions on the future strategic directions for the college and possible funding challenges, the Board approved a new organizational structure including the new position of the Chief Operating Officer. This would allow the College to best leverage the President's strengths in building relationships and strategic partnerships with the government and other external partners. It would also allow the President more time to engage with students, faculty, and staff.

If you have any ideas to share about the strategic direction of our college, please reach out to me by email (kamala.kruse@mohawkcollege.ca) or phone (x4653), or you can stop by my office (E310A). I wish you a wonderful rest of the semester.

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: Heather Giardine-Tuck
Chief Steward: Shelley Rempel
Treasurer: Gaspare Bonomo
Communications Officer: Mary Allan

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Aviation	Vacant	
Business Management Studies	Vacant	
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	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 Vice-President	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 Chief Steward	A224 x3825 shelley.rempel@mohawkcollege.ca
Liberal Studies and Music	Kevin MacKay (on leave Sept 1, 2019 - Aug 31, 2020)	F175 x3364 kevin.mackay@mohawkcollege.ca

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Liberal Studies, ESL, Academic Upgrading, DEP	Geoff Ondercin-Bourne President	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 Communications Officer	IAHS 340 x6686 mary.allan@mohawkcollege.ca
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