



The OWL HOOTS

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Alternate Email Address Requested

Non-Dawson emails required

Please take the time to fill out the *webform* that was sent to you by email in the week of February 5th. The email asked you to provide an alternate (non-Dawson) email address.

The Union must be able to communicate with its members at all times without having to rely on College systems.

Thank you to all the teachers who have already filled out the form.

Violation of the ISEP by Sector Dean

Dean orders special treatment for student against teacher's decision

On February 17, a member spoke at the DTU General Assembly to inform teachers of an order he was given by his Sector Dean.

arrangements (during the final exam period) will be made in the event of personal time conflicts."

The member was compelled by his Sector Dean to administer a final exam to a student at a time different than that of the official exam schedule, after the teacher had previously refused to grant a special authorization to the student.

The General Assembly voted unanimously to denounce the violation of professional autonomy and departmental policies demonstrated by the Dean's actions in this case.

Beyond the violation of professional autonomy, the Dean's instructions were also a violation of the College's own Policy

The Union believes that faculty have the ability to properly assess whether a specific situation warrants an exceptional arrangement, we do not believe that deans should be dictating which situations warrant an exception.

The motion passed at the General Assembly reads *"that the General Assembly denounce the violation of professional autonomy, the violation of College (e.g. ISEP) and departmental policies, committed by the Deans' offices, by ordering special exam procedures overriding teachers' decisions.*

Beyond the violation of professional autonomy, the Dean's instructions were also a violation of the College's own ISEP Policy that states on p.17: *"no special*

Please contact the DTU if you have been approached by your Sector Dean to accommodate students who want to reschedule final exams or other evaluations due to personal reasons.

Asbestos on the 6th Floor

Major transparency issues with Plant & Facilities

Following renovations of the Chemistry wing a large amount of dust deposits were left in certain areas of the 6th floor, notably the storage room used primarily by the laboratory technicians.

Preliminary testing of the dust revealed levels of asbestos well above acceptable norms. The dust was immediately removed. Subsequent testing revealed that asbestos levels were right at the limit of acceptable norms.

At the time, Plant and Facilities made the decision to reveal only the results of the second tests, post-clean up.

With much persistence, the DTU was able to obtain all relevant documentation, which is how we recently learned of the pre-cleanup levels of asbestos.

It remains unclear why the dust was not removed during

the renovations, nor why a testing of the dust particles was not conducted until a year later, despite the fact that asbestos had previously been discovered in the Chemistry Wing.

Plant & Facilities stalled on testing and clean-up of the area, then failed at providing the DTU and the parties potentially exposed to asbestos with accurate and timely information.

The College has commissioned a study to estimate the possible levels of exposure to asbestos. They are expecting the results of the study in the upcoming weeks.

The College has promised that all parties will be properly notified of the findings and all concerns addressed.

If you have additional concerns, please contact Cynthia Martin: vpinternal@dtu.qc.ca

Plant & Facilities stalled on testing and clean-up of the area

Landmark Supreme Court Decision on the Right to Strike

In a 5-2 decision, the Supreme Court of Canada ruled on the right of Canadian workers to strike. The judgement made clear that the right to strike is protected by section 2d of the Charter of Rights and Freedoms:

“The right to strike is an essential part of a meaningful collective bargaining process in our system of labour relations. The right to strike is not merely derivative of collective bargaining, it is an indispensable component of that right [...] This crucial role in collective bargaining is why the right to strike is constitutionally protected”¹

For the time being, unions are busy analysing the impacts of this decision on future negotiations.

¹<http://scc-csc.lexum.com/scc-csc/scc-csc/en/item/14610/index.do>

Follow the DTU on Facebook

Keep up with latest union news

The DTU regularly updates its Facebook page. By *liking* the page you can keep up with the latest news about negotiations, politics and upcoming events. It is a great tool for making links with teachers from Dawson and from other cégeps across the pro-



Senate sends clear message of concern to Board

Board promptly ignores message

On February 10th, the Senate passed a motion to advise the Dawson Board of Governors of their concerns regarding the draft of the Quality Assurance Audit Report (QAAR) presented to them by Program Services.

The Senate expressed concerns about inaccuracies and the possible ramifications of the recommendations contained in the ninety two page draft report, e.g.:

Director General Richard Filion stormed out of the Senate meeting as the motion was being introduced

Recommendation #6: *That the College develop a profile of teaching competencies and a plan to develop them among Dawson faculty (p.81 of the draft QAAR)*

When questioned by Senators, no one in Program Services responded to questions about who would develop the teaching competencies, and how

and when the competencies would be applied. In addition, they could not present any data that would suggest that such profile is actually needed nor would they specify who would verify that teachers have these competencies. This recommendation appears to be a direct attack on departmental (and selection committee) autonomy.

Recommendation

11: *That the roles of Programs and Departments document be revised with respect to the six IPEP criteria (p.81 of the draft QAA)*

Again, this appears to be a way for the College to legitimize the interference of Program Services in departments and/or program decisions. This recommendation is a thinly veiled attempt at

shutting out teachers from important pedagogical decisions.

Finally, in an unfortunate display of disrespect, the Director General Richard Filion with a Program Services representative in tow, stormed out of the Senate meeting as the motion below was being introduced, demonstrating an obvious contempt for Senate and the democratic process.

Motion: That Senate advises the Board of Governors about its concerns regarding the inaccuracies in the Quality Assurance Report as presented to Senate. (the motion carried with 12 for, 6 against and 5 abstentions)

The following February 23rd the Board of Governors approved the draft, despite the motion by Senate, putting into question whether concerns raised over academic matters are taken seriously by the Board.

Reporting Health & Safety Issues

Filing an incident report facilitates applying for CSST

Incident/Accident Reports: We would like to remind teachers of the importance of filling out the proper forms in the event of incidents or accidents on campus. The forms are available at the following locations: Security, P.A.R.C., the First



Remember to report all workplace accidents

Aid room and some departments.

Once the forms are filled out, copies are automatically sent to the DTU

where they are kept on file. Filling out the forms, among other things, facilitates the process of filing for CSST claims, if required.

For all health & safety concerns please do not hesitate to contact the DTU's health and safety representative Cynthia Martin: vpinternal@dtu.qc.ca

The Role of the Ombudsperson

Teachers express concern with actions of the Ombudsperson

The DTU has received complaints regarding the conduct of the College Ombudsperson. These complaints range from interfering in areas of pedagogy, advising students to lodge complaints and/or initiate petitions against teachers. The DTU would like to remind teachers that pedagogy is a *departmental* matter.

Teachers and departmental committees have the right to decide their methods, textbooks and means of evaluation. It is not within the ombudsperson's mandate to demand changes to pedagogy, nor do we believe she is qualified to do so.

The following are posts, that were signaled to us by several teachers, from the Ombudsperson's Facebook page dated December 19, 2014 & January 9, 2015:

Are you UNHAPPY WITH YOUR FINAL GRADE? Once a course is finished and your grade is submitted, you may have recourse if you are not happy with your final grade.

Recourse takes place through the grade review procedure. If you disagree with your final grade, try to discuss the issue with your teacher. If no agreement can be reached or you are reluctant to approach your teacher, you should approach the department chairperson or program coordinator.

Did you know that it isn't too late to ask for a breakdown of your grades

from your teachers you had last fall? Did you receive a final grade for one of your classes that doesn't make sense to you? If so, contact your teacher! If you have no luck doing so, contact the department chairperson or me.

The DTU would like to point out that being unhappy with a grade is not a sufficient reason for requesting a grade review. We have also observed that the "discussion with teacher" step in the grade review process is often circumvented by students and the Ombudsperson's Office. We also believe that the type of message "Are you unhappy with your final grade?" gives students the false impression that teach-

ers are unable to properly evaluate their students.

The Ombudsperson's mandate is to:

- promote fair and equitable treatment for Dawson student students within the College;
- facilitate the resolution of complaints pertaining to procedures and policies;
- Promote a constructive informal approach to conflict resolution;
- Provide students with a source of information about policies, rights and avenues of redress;
- To suggest to appropriate parties changes or improvements to college rules and procedures.

We would also like to remind teachers that the Ombudsperson is not an administrator and has no supervisory responsibility towards teachers. Any teacher who believes the Ombudsperson is overstepping his/her mandate should contact the DTU.

We would also like to remind you that we recommend that a DTU representative accompany any teacher who is asked to see their dean.



A reminder that all negotiation documents, including the official government offers, are available on the DTU website, click on the **Négo 2015** link at dtu.qc.ca

A Week Against Austerity

The DTU participates in a the province-wide week of action

Over 100 activities took place across the province during the week of February 23rd to denounce the Liberal Government's austerity platform.

Among the week's events were several highlighting the massive cuts to education, beginning with a "Craie-in" at Place

Émilie-Gamelin and ending with the March for Education in downtown Montreal.

Here at Dawson, the DTU soup cart made its way through the corridors, raising awareness and distributing soup. The DTU Executive thanks all the volunteers who helped make the event pos-

sible and highly successful.

For a summary of the week's activities, along with information about upcoming events we invite you to consult the website of the *Coalition opposée à la tarification et à la privatisation des services publics*: nonauxhausses.org



The DTU Soup Cart raising awareness on austerity and local issues such as the working conditions of Continuing Education teachers



Dawson teachers with the FNEEQ delegation at the March for Education on February 28th

Employee Assistance Program

A reminder that the College provides its employees in need of support with an assistance program. The Employee Assistance Program (EAP) offers a variety of services and is completely confidential.

Teachers can learn more about the services by consulting the Dawson College Human Resources webpage or by contacting the EAP directly, 24 hours a day, 365 days a year at 1-888-687-9197

Non-perms: consult the DTU before refusing a workload

Refusing a workload or a course can have repercussions on future job priority in your discipline. Before turning down work, we recommend that teachers come to the DTU to discuss what options are available to them.

Teachers who would like to learn more about seniority, hiring priority, workload distribution or anything else are encouraged to make an ap-

pointment with a member of the DTU Executive or stop by the office in room 8A.11.

Non-permanent teachers are also reminded to subscribe to the mailing list of the *Comité de mobilization des professeures et des professeurs précaires* (CMPPP), a committee founded by Dawson non-permanent teachers. Subscribe by sending an e-mail to info@cmppp.org