



# The OWL HOOTS

Issue 509 – April 2<sup>nd</sup> 2013

## APRIL IS G.O.S MONTH!

Non-permanent teachers must sign their G.O.S. this month. See the next page for information regarding this process.

### NOTICE OF UPCOMING DEADLINES

#### APRIL 15<sup>TH</sup>

- Personal Leave
- Professional Development Leave\*
- Sabbatical Leave\*

\*note that there is no “official date” in the collective agreement for applying for these types of leave, however the college asks that teachers apply by April 15<sup>th</sup>

#### APRIL 30<sup>TH</sup>

- Submitting G.O.S.  
The new GOS must be signed and submitted in April. Remember that there is no penalty if you forget to submit the GOS, except that you will have to apply to individual postings in order to exercise hiring priority.

#### MAY 15<sup>TH</sup>

- Voluntary Workload Reduction  
To be eligible for voluntary workload reduction you must have 3 years of seniority and full-time load in the year of the work reduction. This type of leave grants you a full-year salary credit for pension purposes.
- Paid Leave to Complete a Master’s Degree

### SUMMER HOLIDAYS!

#### VACATION PERIOD

June 17<sup>th</sup> to August 18<sup>th</sup> 2013

#### IMPORTANT DATES

Fri. June 14<sup>th</sup> 2013: Last day of availability 2012-13

Mon. August 19<sup>th</sup> 2013: First day of availability 2013-14

Wed. August 21<sup>st</sup> 2013: First day of classes 2013-14

### REMINDER: MONDAY CLASS SCHEDULE

Remember that regular sector classes on Thursday April 4<sup>th</sup> 2013 will be following a Monday Schedule.

Continuing Education and A.E.C. classes will be running on a normal schedule.

### VIGIL FOR A PUBLIC ENQUIRY AGAINST POLICE BRUTALITY

Despite the heavy snow, hundreds participated in a vigil in front of Pauline Marois’ office from 10 am to 10 pm demanding a public enquiry into police violence, brutality and illegal behaviour.

Organized by 65 groups across Quebec, the vigil reminded us about the widespread repression of freedom of expression and demonstration by police. It also applied pressure on the PQ to set up an independent commission to investigate police repression during and after the student strikes. During the 12 hours of the vigil, representatives of many of the sponsoring groups organized activities. From 6 pm to 7 pm it was FNEEQ’s turn.

Teachers read testimonies of police violence and illegal behaviour they have witnessed: a woman in her 60s clubbed to the ground for no reason, students beaten brutally, young girls thrown head first into concrete barriers, ribs broken, concussions, eardrums pierced by noise and stun grenades thrown directly into those demonstrating, abusive arrests, hundreds arrested at once, a generalized practice by the police of removing their name and number plate from their uniform and refusing to identify themselves. The evening ended with candle lighting and a choir.

# To All Non-Permanent Teachers

## **SUBMIT YOUR G.O.S.**

### Instructions:

- 1- Print a copy of the G.O.S. form, attached to this memo. Blank copies are also available at Human Resources (room 4B.7)
- 2- Bring a completed copy of the G.O.S to Human Resources (room 4.B.7), the G.O.S. must be submitted to Human Resources in the **month of April**
- 3- Get your submitted G.O.S. date stamped and request two copies, one for your personal records and one for your D.T.U. personnel file
- 4- Bring a copy to the D.T.U office (8A.11)

By submitting your G.O.S you are exercising your hiring priority for the 2013-14 academic year (this includes all regular courses, continuing education courses and summer 2014 courses)

If you DID NOT submit your G.O.S. last year and you would like to teach courses **this summer**, you must apply individually to the 2013 summer course postings (this summer's courses are attached to last year's G.O.S)

Submitting a G.O.S. does not mean that you are required to accept a course. However, if you decide not to accept a course offered to you, your G.O.S. will cease to apply and you will have to apply individually to each job posting.

## **DTU & SENATE ELECTIONS COMING SOON**

The DTU annual election period will be beginning soon. It's time to think about what position might interest you! A complete list of positions is included in this edition of the Owl Hoots.

Nomination period: April 15<sup>th</sup> – April 30<sup>th</sup> 2013  
(nomination forms will be sent out to all members electronically)

Voting period: May 2<sup>nd</sup> – May 6<sup>th</sup> 2013

# DTU & SENATE ELECTIONS – LIST OF POSITIONS

## DTU-WIDE POSITIONS

President  
Internal Vice-President  
External Vice-President  
Secretary-Treasurer  
Coordinator of Grievances  
Women's Committee Coordinator  
Retirement Committee Coordinator  
Social Activities Committee Coordinator  
Solidarity Committee Coordinator  
DTU delegate to the Conseil Central de Montréal

### Positions with no Vote on Executive Council

Audit Committee (3 positions)  
PDF Committee (2 positions)  
CRT Committee (2 positions)

## DTU CONSTITUENCY POSITIONS

Social Science (2 positions)  
C.A.L.L. (1 position)  
Social Science & C.A.L.L. (1 position)  
Engineering Technologies (1 position)  
Medical Technologies (1 position)  
Social & Business Technologies (1 position)  
Arts Technologies (1 position)  
All Technologies (1 position)  
Science (non-mathematics) (1 position)  
Mathematics (1 position)  
Physical Education (1 position)  
English (1 position)  
French (1 position)  
Humanities (1 position)  
Continuing Education Teachers' Representative  
Non-Permanent Teachers' Representative

## SENATE POSITIONS

Humanities representative  
Social Science/Liberal Arts representative  
Science representative  
Arts Technologies representative  
Engineering Technologies representative

## Constituencies

### **SOCIAL SCIENCE**

Anthropology  
Economics  
English  
French  
Geography  
History  
Philosophy  
Political Science  
Psychology  
Religion  
Sociology

### **C.A.L.L.**

Fine Arts  
Cinema/Communications  
Communications  
Drama  
German  
Greek  
Hebrew  
Italian  
Music  
Spanish

### **ARTS TECHNOLOGIES**

3D Animation  
Graphic Design  
Illustration and Design  
Industrial Design  
Interior Design  
Photography  
Professional Theatre

### **ENGINEERING TECHNOLOGIES**

Analytical Chemistry  
Civil Engineering  
Electronics Engineering  
Mechanical Engineering

### **MEDICAL TECHNOLOGIES**

Diagnostic Imaging  
Nursing  
Medical Laboratory  
Physical Rehabilitation  
Radiation Oncology

### **SOCIAL & BUSINESS TECHNOLOGIES**

Business Administration  
Computer Science  
C.R.L.T  
Social Services

### **SCIENCE**

Biology  
Chemistry  
Geology  
Physics

### **DISCIPLINES WITH ONE CONSTITUENCY POSITION**

English  
French  
Humanities  
Mathematics  
Physical Education

# DTU JOINS THE FIGHT AGAINST EMPLOYMENT INSURANCE CUTS

The Conservative government has cut access to Employment Insurance again as of January 6, 2013 continuing the process initiated by the Liberals in the 1990s. These changes could have an impact on part-time teachers at Dawson.

## SUMMARY OF CHANGES

The unemployed will be divided into three groups, all of whom must look for jobs within a 100 km radius.

- **Group 1: Those who have made 3 claims in the last 5 years or have been on employment insurance for over 60 weeks (17% of claimants)**  
People in this group will have to accept any job for the first 6 weeks at 80% of their previous salary and after that at 70%. Continuing education teachers could therefore be refused EI payments if they do not apply for jobs paying 30% less than their already relatively low weekly pay within a 100 km radius.
- **Group 2: Those who have paid into EI for 7 of the last 10 years and have received EI payments for less than 35 weeks in the last 5 years (25% of claimants).**  
People in this group will be required to accept a similar job at 90% of their previous salary for the first 18 weeks, after that at 80%.
- **Group 3: Everyone else (58% of claimants)**  
They must accept a similar job for 90% of their previous pay for 6 weeks, then at 80% for weeks 7 to 17 and finally 70% at the 18<sup>th</sup> week.

## OTHER IMPORTANT ASPECTS

- Special dispensations for certain areas of high unemployment disappear.
- Since August 2012, any employment earnings are treated differently resulting in reduced real insurance payments for most.
- Already only 37% of those who lost their jobs were eligible for employment insurance payments due to previous cuts both by the Liberals and the Conservatives.
- Since 1990 no tax money is used to finance EI.
- EI spends on payments to the unemployed about 7 billion of an annual income of 20 billion.
- EI premiums' income created a surplus of \$57 billion which has been siphoned off by Liberal and Conservative governments to compensate for the elimination of tax brackets for high income earners.

## THE FIGHT AGAINST THE CUTS

A coalition centered in Quebec and the Maritimes but extending across Canada is waging a battle to reverse the cuts. In Quebec all the major unions are involved along with the Quebec Federation of Municipalities, the Union of Municipalities and the UPA.

# QUESTIONS?

Contact us at [DTU@DTU.QC.CA](mailto:DTU@DTU.QC.CA)

we can answer your questions about ...

G.O.S. – leaves – hiring priority – seniority – teaching duties – parental rights – retirement – voluntary workload reduction – C.I. calculation – departments – recognition of work experience – scholarship – the grievance process – pension contributions – transfers of availability – holidays – signing contracts – continuing education – professional development funds – and much much more!

# INFORMATION ON RETIREMENT: WHEN TO COLLECT YOUR QPP

## INTEGRATION OF RREGOP AND QPP/RRQ AT 65

When RREGOP was established the intent was to give a 70% pension from the RREGOP and the QPP/RRQ combined to those who retired at 65 years old with 35 years of service. Part comes from the RREGOP and part from the QPP/RRQ. Your RREGOP pension is 2% times your number of years of service times the average of your best 5 years of salary. If you begin collecting your RREGOP pension between the ages of 60-65 you get the full RREGOP pension. However at 65 the RREGOP pension is reduced to take into account the amounts you will receive from QPP. The result is that the cost of contributions to RREGOP over your work life will be less as RREGOP does not have to generate 70% by itself.

The reduction of RREGOP at 65 is adjusted according to the level of pension you can expect to receive. If you have fewer years of contributions or a lower average working salary, less will be deducted from your RREGOP at 65. If your salary is higher than the MPE (maximum pensionable earnings, fixed yearly by the government), and you have reached the maximum number of years of service, all of the QPP will vanish.

The formula to calculate the reduction is:

$$\text{Reduction} = \text{years of service (max 35 for reduction)} \times 0.007 \times \text{average MPE* over past 5 years}$$

\*if your salary is lower than the MPE then use your salary rather than the MPE

Here are some recent values of the MPE:

2009 = \$46,300      2010 = \$47,200      2011 = \$48,300      2012 = \$50,100      2013 = \$51,100.

## SO WHEN SHOULD YOU CHOOSE TO RECEIVE YOUR QPP?

You have the choice to collect your QPP/RRQ before 65 if you retire before 65 or if, after 60, you reduce your income by 20% or more. However, as on or **after 1 January 2014**, you no longer need to have stopped working or reached an agreement to reduce your working hours in order to receive your retirement pension under the Plan before age 65.

If you collect QPP/RRQ before 65 you will have more money until 65 because you are receiving QPP/RRQ, but the amount you collect from QPP/RRQ will be reduced by 6% for every year before 65 when you collected it. This yearly reduction will increase gradually to 7.2% per year by 2016.

At 65 the amount you receive from RREGOP will be reduced based on the formula above. As the integration is designed for QPP collected from age 65 onwards, any early access to QPP will not reduce the amount of reduction from RREGOP. This means that if you began collecting your QPP before 65 the integration reduction from RREGOP at 65 will be greater than the amount of money you receive from QPP/RRQ. This will continue for the rest of your life.

**An example:** Assume that you would receive the maximum QPP/RRQ pension of \$1,012 per month. If you retire at 60, the reduction in QPP/RRQ would be 30% and you would receive 70% of \$12,144 or \$8500 per year.

Over 5 years this would give you an extra 5 times \$8,500 or \$42,500 until you reach 65. However at 65, your RREGOP would be cut by \$11,907 (using the formula above). That means you would have \$3,407 less per year than if you had applied for your QPP/RRQ pension at 65. Divide \$42,500 by \$3,407 = 12.47. That means that after 12.47 years, at 77.47 years, you would have received the same amount. After that you would lose \$3,407 per year. When the penalty in the QPP increases to 7.2% per year in 2016, the fall in QPP/RRQ will be greater (36%) and the breakeven point will be earlier at 8.9 years or at 73.9.

**The answer to when to take your QPP is whether you want more income when you are younger and might have higher spending or do you want to have more overall especially in the later years when inflation may have started to have an impact. Of course the actual benefit is also affected by how long you live.**

# TAKE PART IN THE DTU CAMPAIGN AGAINST CUTS

## DTU calls for campaign against PQ cuts in Social Assistance

The DTU Executive Council asks DTU members to reject proposed cuts to Social Assistance to older workers who have lost their job and to those with children under the age of 5 and to sign the petition against these cuts.

Currently Social Assistance provides those with no other income \$604 per month for a single person and \$936 for a couple. Those over 55 years old receive an extra \$129 per month as it is recognized that if one loses their job at that age it is difficult to find another. Couples with a child under 5 years old also receive the \$129 per month. As well, those supported by Social Assistance are allowed to earn up to \$200 per month for an individual and \$300 for a couple provided they can find a job.

However the PQ will cut this extra \$129 per month as of June 1, 2013, an 18% cut for a single person at a very low income level. An income of \$604 per month is not much for someone who has worked all their life and lost their job at 55. **It is \$924 less per month than minimum wage.** The lowest rent in Montreal now for a 1 ½ apartment is about \$504. That leaves \$100 for a monthly STM pass (\$77), heating and electricity (about \$90), clothing, food, telephone etc.

Canada is ranked by the Conference Board as 15 out of 17 industrial countries for child poverty. One out of 7 children in Canada lives in poverty. Poor children are sick more often, fail more courses and repeat more grades in school and are more likely to be unemployed and require Social Assistance as an adult. Yet Quebec will cut \$129 from families with a child under 5 on June 1, a 12% cut.

What is offered in return? The promise of a possible extra \$195 per month for those who register with Emploi-Québec for job searching activities. However, this additional amount would be available only for a limited time, those who complete the job searching activities and still do not find work would lose access to additional payments.

The DTU takes its position against the cuts because of our responsibilities in Quebec society. However, we also reject the cuts as some cegep teachers could be directly affected. The college continues to announce a coming decrease in student numbers. As a result part time teachers, who lose their jobs in the future due to these predicted reduced student numbers but were refused by employment insurance due to the Conservative cuts, might find themselves on Social Assistance. Then the cuts and the low level of support would impact them directly.

**TAKE PART IN THE CAMPAIGN AGAINST CUTS IN EMPLOYMENT INSURANCE  
AND SOCIAL ASSISTANCE**