



The OWL HOOTS

Newsletter of the Dawson Teachers' Union Executive

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FAQs: Modified Academic Calendar

Things you should know about the College's decision to reschedule classes missed due to the strike

Does the College intend to reschedule December 9th classes?

Yes. On November 23rd the College announced that the academic calendar had been extended and that all classes missed as a result of our first three strike days would have to be remade. While the College has not yet re-modified the academic calendar, they have informed the DTU that they intend to, once again, order that any classes missed due to a December 9th strike be remade. This applies to both regular and continuing education sectors

I have an assessment planned for December 9th, what should I do?

Given that the College has informed the DTU that it intends to reschedule classes you can hold the assessment on the make-up day. You can inform your students that the assessment will take place on the make-up date which has not yet been announced by the College. This applies to both regular and continuing education sectors

Is the College legally bound to reschedule classes?

No. The College has been advised by the Government that in order to comply with the RREC (*Règlement sur le régime des études collégiales*) an 82-day academic calendar must be scheduled. However, while the College may have an obligation to modify their academic calendar, they are in no way obliged to reschedule missed classes. In fact, the DTU has learned that nearly half of the province's cegeps have not ordered teachers to remake classes missed due to the holding of strike days.

Can I cancel classes if I have completed all of the course material?

No. We do not advise teachers to cancel classes however, we trust that teachers can use the rescheduled class time as they see fit. This can mean holding consultations with students, giving a review class, having informal class discussion etc.

Can a continuing education teacher be forced to remake classes after December 19th?

No. Continuing education contracts end on December 19th, therefore a teacher does not have an obligation to be available past this date. For those teachers unavailable after December 19th, we suggest that you attempt to make alternative arrangements with the Continuing Education Office. This may involve cancelling of a class, holding of an online class or arranging for a substitute.

Will continuing education teachers be remunerated for the extra classes that they have been ordered to hold?

Yes. Continuing Education teachers are paid for contact hours and have no availability outside these hours. Therefore, if they are instructed to make up contact hours, these must be remunerated.

Will regular sector teachers be remunerated for the extra classes that they have been ordered to hold?

No. To cite the College's November 23rd memo: *"the rescheduling of cancelled classes is expected to occur during teachers' availability, kindly note that there will be no additional compensation"*.

How does the College justify its position regarding this lack of remuneration for regular sector teachers?

The College has suggested that teachers refrain from completing certain tasks in order to free-up the necessary time in their availability for the holding of rescheduled classes. The College has taken the position that they are not adding to our task but simply reorganizing it.

As far as the work we are supposed to forego, the College has said that it *"recognizes that some of the work of departments and program committees may be affected and that work plans may not be fully accomplished within the given time of availability"*

What is the DTU's Position?

The DTU believes that the College's proposed re-organization of tasks is impossible, especially this late in the semester. It is obvious to us that teachers will complete the entirety of their task for less than the entirety of their salary.

How does the DTU intend to defend the right of its members to strike?

Currently, our only recourse is the grievance process. We intend to file grievances contesting the College's decision to reschedule classes while not providing additional remuneration. As we've learned through similar cases, the process is lengthy and time-consuming.

It is disappointing that the Government has chosen to circumvent or completely disregard arbitration and Superior Court rulings siding with cegep teacher unions on this issue. The DTU, along with cegeps in the FNEEQ and FEC intend to continue the fight, until our right to strike is clearly established once and for all.

How can I help with the grievance process?

Our case will require significant documentation of the effect of the strike and the rescheduling of classes on teacher workloads.

We require the assistance of volunteer teachers who would be willing to assist in the grievance process by documenting their semester's work. We require teachers from a broad range of sectors including, but not limited to, those responsible for stage coordination, departmental coordination and/or other tasks unique to their department.

Please contact us ASAP if you can dedicate some time to filling out the forms that we have prepared to aid us in the grievance process.

Accommodating Students with Travel Plans

Teachers are not responsible for managing the College's decision to accommodate students with travel plans

In October, the College promised special accommodation to students who had made travel plans prior to October 7th under certain conditions. The College also advised students that the exam period may be extended into January and to refrain from making further travel plans.

The DTU does not believe that teachers should be responsible for the additional workload that this College decision may entail.

We also believe that it is up to the College to verify whether students meet the criteria which has been established for a student to qualify for a special accommodation.

For these reasons, we have created a form that we suggest be used by teachers dealing with a request for special accommodations.

We also ask that teachers follow the guidelines (see adjacent box) that we have drafted regarding how and whether to make special accommodations for students with travel plans.

By respecting these guidelines you are helping to guarantee an equitable treatment of all students and teachers who have been affected by the College's modifications of the academic calendar

In the case where a student does not meet the criteria established by the College for special accommodations teachers should abide by the departmental or College policies that already exist to assist in determining whether special accommodations should be made.

GUIDELINES FOR TEACHERS

Re: accommodating students with travel plans

- 1- Remind your student(s) that they must meet the College requirements in order to be considered for accommodation, they received these requirement by MIO on October 7th 2015.
- 2- Provide your student(s) with the form that the DTU has created (sent to you by e-mail). Ask your student(s) to have the form signed by a representative of the College by referring them to the Office of the Academic Dean (4B-1).
- 3- Instruct the student to ask the College to return the signed form to you. Make sure that the form is returned to you by the College and not by the student.
- 4- Wait for the completed form before making any accommodation for the student.
- 5- Carefully document all additional work required by the accommodations ordered by the College.
- 6- Contact the DTU by email at dtu@dtu.qc.ca regarding any accommodations you have been instructed to make.

Regular students with final exams in scheduled exam period do not qualify for special accommodations

Currently no students who have at least one course with a final exam in the official exam period qualify, by the College's criteria, for special accommodations due to travel plans. The exam period would have to be displaced to January in order for a student to meet the college criteria.

Teachers are not required to make special accommodations for students with a final exam scheduled in the exam period.

The College's own evaluation policy (ISEP) is clear on the matter: "*Students must be available for any examination scheduled during the examination period. No special arrangements will be made in the event of personal time conflicts.*"

Teachers should not take it upon themselves to reschedule final exams. This would contravene College policy which stipulates that the final exam schedule is determined by the college scheduler.