



# The OWL HOOTS

Newsletter of the Dawson Teachers' Union Executive

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## Important End of Semester Information

### January 4: Final Grade Deadline for ALL Courses

As a result of the change in the final examination schedule the new grade deadline is January 4th 2016. This grade deadline is the same for all courses, both in the Regular and Continuing Education sectors. The grade deadline is the same for all courses whether the course has an exam in the final examination period or not.

### Final Grade Submission: withhold until the deadline!

In October, the General Assembly voted a pressure tactic consisting of withholding final grades until the contractual deadline.

We therefore ask that all teachers wait until January 4th before submitting their final grades to the College. Grades can however be made available to students prior to the grade deadline.

### DTU Holiday Party Postponed

Do not fret! The annual party celebrating retirees and new-permanent teachers has not been canceled but merely postponed!

Due to the work surrounding the strike and activities and the lengthening of the semester, the DTU Executive was unable to devote the necessary time to the planning of our party.

In the New Year we expect everyone to be well-rested and ready to organize another spectacular party.

Anyone interested in joining the party planning committee please send us an e-mail. Party planning work will begin early next semester!

# Agreement in Principle - News from the Sector Table

Union representatives were convened to meetings last Thursday and Friday to receive, for the first time, a copy of our agreement in principle.

No decision was made yet regarding its adoption. Unions decided to wait for the Government's counter proposal at the Central Table before judging whether the Sector Table agreement was satisfactory.

The DTU has uploaded the complete agreement in principle to its website but its most important aspects are summarized below:

## Additional Teaching Resources

The Government agrees to the injection of 10 million dollars to cégep teaching resources (approximately 125-135 full-time positions) to provide support for students with disabilities in the classroom.

These additional resources would be available as of the Winter 2015 Semester.

## Reallocation of Resources

The unions agree to modify the CI formula to free-up 95 ETCs and the colleges agree to free-up 15 ETCs from their "Colonne D" (a staffing envelope used to support College Strategic Plans).

The 110 ETCs will be reallocated in the following way:

- 45 ETCs for the creation of 83.15 full-time, CI-paid, **Cont. Ed. charges**. These workloads are to be allocated to colleges in proportion to the volume of their Cont. Ed. activities in 2013-14.
- 55 ETCs for a change to maximum CI value. The new **CI maximum will drop to 85** from 88.
- 10 ETCs will be used to provide more coordination release to small colleges and add resources to colleges who have seen large growth since the last contract.

## All Government Demands Dropped

All Government demands that were opposed by the unions were dropped and do not appear in the agreement.

## Changes to Contract for Part-Time Teachers

- Clarification of sick-leave for part-time teachers in order to provide sick-leave benefits in the amount of the contract that the teacher would receive had they not fallen sick.

- Only one hiring priority for part-time teachers with fewer than three years of seniority (elimination of distinction between full-time (priority 5) and part-time (priority 6)). As a consequence, hourly-paid teachers will only need to work 450 hours, rather than 525 hours in order to preserve their priority ranking.

## Central Table and Relativity Update

### Relativity

We have received confirmation that cégep teachers will finally be assigned a classification in the public sector relativity scale. The Government confirmed last week that cégep teachers will receive classification 23.

To date, being unclassified, cégep teachers have had their salaries contractually linked to the highschool and elementary school teachers' pay scale (classification 22).

The classification will mean the following:

- a new salary scale in which echelons 18-20 exist (these echelon, accessible only to teachers with Master's or PhDs do not exist in classification 22)
- a 3-5% raise in the new salary scale including the hourly rates.

While the classification is effective immediately, the changes to salary are not. We expect the 3-5% increase to be implemented in April 2019.

### Central Table

The Government's salary proposal unrelated to relativity still stands at 3% over 5 years with an additional raise of up to 2.5% in 2019 as part of a salary restructuring plan.

## NEGOTIATIONS: What Happens Next?

If an agreement in principle is reached at the Central Table then the DTU Executive will be convened to a meeting of the ASPPC. The ASPPC will decide, at this meeting, whether or not to recommend both the Sector and Central Table agreements in principle.

If the ASPPC decides in favour of recommending the agreement then:

- a consultation period begins with all local unions

- A majority of local union and a majority of all those who vote are required for the agreement to be officially be accepted

- This consultation period would likely take place in January

If the ASPPC or the local unions decide to reject the agreement in principle then negotiations continue.

We will communicate with teachers as soon as we receive news from the Central Table.

## Dawson Stays Mobilized for Day 4 of the Strike

Participation in the strike stayed high, with over 400 teachers on the picket lines last week. The DTU Executive would like to express its gratitude to everyone who helped with picket line activities. The success and smooth running of our strike days is largely due to the dozens of volunteers who helped with sign-up, photography, cooking, set-up, music etc.

A special thanks to Jaleel Ali (Chemistry) and Karen Gabriele (Biomedical Laboratory Technology) who were responsible for feeding over 500 people a day for three of our four strike days. This involved triple picket line shifts and hours of food preparation ahead of time. We thank them for going above and beyond! By special request we include below the recipe for Jaleel and Karen's Soup served on the picket lines!



## DTU Strike Moroccan Lentil Soup

Adapted from Annie Somerville's Moroccan lentil soup ([www.food.com](http://www.food.com))

### Ingredients

- 1 cup lentils
- 6 cups cold water
- 1 tbsp. extra-virgin olive oil
- 1 medium yellow onion, diced (2 cups)
- 1 carrot, diced
- 1 celery rib, diced
- 1 small red pepper, diced
- 2 tsps cumin seed, toasted and ground
- 1 tsp ground coriander seed
- 1/2 tsp turmeric
- salt to taste
- 4 garlic cloves, minced
- 1 tbsp grated fresh ginger
- 4 cups vegetable broth
- 1 cup diced canned tomatoes
- 2 tsps chopped fresh coriander

### Directions

1. Rinse the lentils, and cook them uncovered in the 6 cups of water until tender (approx 20 min.) Drain the lentils.
2. Cook the onions in the olive oil with the salt and cayenne pepper (if using) until soft. Add the other vegetables and spices. Cook for approximately 5 minutes, and then add the garlic and ginger. Cook another couple of minutes.
3. Add the vegetable broth and tomatoes to the lentils, then cover and cook another 30 minutes. Season to taste with salt. Sprig with coriander to serve.

*Makes 8-9 cups*

## Special Travel Accommodations: Contact the DTU

Several teachers have received emails from their sector dean with instructions to accommodate students with travel plans.

Some of these students do not meet the criteria established by the College and are yet being granted accommodation.

We ask teachers to contact us if they have been ordered to make special accommodations. It is the DTU's position that any additional work that is generated by making special accommodations ordered by the College should be remunerated.

It is important for the DTU to collect as much information as possible regarding special accommodations in order for us to be able to file the necessary grievances and advocate for remuneration.

## Amnesty International Write-for-Rights Campaign

Pickers hand wrote over 100 letters to various government authorities and political prisoners.

This annual Amnesty International Campaign was spearheaded here at Dawson by Fiona Hanley of the Nursing Department.

We encourage those who did not get the chance to write a letter on the picket lines to consult the Amnesty International website [www.writeathon.ca](http://www.writeathon.ca). The website has a summary of this year's campaign.

The DTU will cover the cost of mailing letters, teachers can drop them off at the DTU Office (8A.11)



## Refugee Welcome Buttons Available at DTU Office

In November, the General Assembly voted to donate \$1000 in support of Syrian refugees arriving in Montreal.

We also have a handful of buttons, created by a local Montreal artist welcome Syrian refugees in the office (8A.11). Teachers can come pick them up any time!