

# The OWL HOOTS

Newsletter of the Dawson Teachers' Union Executive

**Issue 535**

May 25, 2016

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**DTU Executive**

- Emilie Richer  
(president)
- Cynthia Martin  
(vp-internal)
- Gabriel Tordjman  
(vp-external)
- Brian Seivewright  
(secretary-treasurer)

**Nego Update: parties finally agree to wording of new collective agreement!**

**After weeks of stalling by the Government parties agree**

Parties agreed to the final wording of new clauses last night, after what we judged to be weeks of Government stalling, primarily on clauses related to the introduction of Continuing Education charges into the contract.

**Local discussions underway**

On a local level, the College has been open to cooperating with the Union in order to find the best way of using the additional teaching resources provided in new contract. DTU representatives have met with the College on two occasions to discuss the distribution of Continuing Education charges as well as the resources provided for Students with Special Needs.

Teachers should expect the negotiated salary adjustments, including the \$507 one-time payment sometime in the Fall Semester, at the latest. Details to follow soon.



**Retro salary expected in the Fall Semester**

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## Summer's near! End of Semester Info

### June 2: final grade submission deadline for ALL courses

A reminder that the final grade submission deadline is June 2nd 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.

### Priority for Summer & Fall 2016 Courses

#### Non-permanent teachers should consult the DTU

Several summer and fall workloads are in the process of being assigned to teachers. We have heard reports from several departments of errors on the most recent priority lists produced by the College; we are thus urging teachers and department coordinators to contact the DTU if they suspect a mistake or have questions about workload attribution. It is important that the DTU is informed of potential errors so that the corrections can be made prior to the start of classes.

### Full-time status "priority 5" to be eliminated

Non-permanent teachers should also note that under the new collective agreement there will be no distinction between those teachers who have worked a full-time equivalent in a year and those who have only worked part-time. Only seniority will determine who has access to a workload.

Until the Collective Agreement is officially signed, the current priority rules will apply. Once the contract is signed teachers should carefully note the date of workload postings to determine which priority rules govern the attribution of the workload.

### Summer Holidays

#### 2016 Dates

Last day of  
availability:  
June 15

Holiday Period:  
June 16 to August 16

First day of  
availability:  
August 17

## Summative assessments: the DTU Position

The DTU was concerned to learn about the administration's attempts to impose "summative assessment" in every class through the aegis of ISEP. The initiative is a result at least in part of a "recommendation" by the *Commission d'évaluation de l'enseignement collégial (CEEC)*, a consultative body of the Ministry of Education, to ensure that all courses have a final evaluation that measures the attainment of competencies according to Ministerial objectives and standards. Ironically, the "recommendation" is itself a response to Dawson's 2008 "self-evaluation" of ISEP. In 2011, the *CEEC Rapport* phrased the recommendation in this manner:

*La Commission recommande au Collège de s'assurer que, dans tous les cours, il y a une évaluation finale de cours qui permet de mesurer l'atteinte des objectifs selon les standards (Rapport Dec 2011)*

However, an apparently more restrictive version of the "recommendation" was issued by the same body in 2014:

*La Commission recommande au Collège Dawson de s'assurer que dans tous les cours il y a une évaluation finale du type synthèse et que cette évaluation a un poids suffisant pour être déterminante dans la réussite d'un cours (Rapport Mars 2014)*

(continued on next page)

Though initially an apparently innocuous move that seemed a simple formalization of what most teachers were already doing, concern was heightened due to uncertainty about the weighting and “definition” of such an assessment.

At Senate, proposed wording was first suggested that such an assessment could be multiple or singular and would be merely “meaningful” to “success in a course”. But fears emerged that a single assessment might be required upon which a passing grade would be necessary in order to pass the course. At present, we are hopeful that Senate will adopt wording which maintains the flexibility necessary for departments and teachers to continue to develop the assessment tools that they see fit.

Though the union welcomes all efforts to minimize the potentially deep impact the implementation of the CEEC recommendations could have, we also question the entire assumption that the CEEC, college administration or anyone other than teachers and their departments is entitled, legally or professionally to dictate the type, weighting or other aspects of assessments provided to students. It is clear that such moves undermine our professional and departmental autonomy and are a direct violation of our collective agreement provisions which stipulate that “The function of a departmental assembly” is

to define the objectives, apply the teaching methods and establish the means of evaluation for each course for which it is responsible, taking into account the College’s policy on the evaluation of learning (Section 4-1.05, clause 2.13, FNEEQ Collective Agreement 2010-2015)

The DTU is making its position clear to fellow teachers and to administration: assessments are a departmental prerogative. We hope administration will also be persuaded that implementation of the CEEC recommendations, especially in their most restrictive sense, could have serious deleterious effects on students, important and unwelcome repercussions on teachers and departments and does not serve the interests of the college.



Happy Retirement  
Fred Jones!

The DTU would like  
to once again  
thank Fred Jones,  
for his years of  
dedicated service  
to the Union.

## What is double-employment?

The term double-employment applies to a person applying to a job posting while already holding **full-time employment**. An applicant who is double-employed does not have job priority under our collective agreement.

A person does not have to hold a permanent or long-term full-time position in order to be considered double-employed. Double-employment status is determined on a semester basis. The contract (Appendix II-6) states that "*a person holding full-time employment or who expects to hold full-time employment during the entire semester for which he/she submits his candidacy*" is considered as being double-employed.

### Definition of full-time employment

The contract (Appendix II-6) defines a person holding full-time employment as "*any person who, in a declared professional activity, performs remunerated work for a length of time corresponding to the number of weekly or monthly hours worked by persons holding similar full-time jobs, according to what is generally recognized in their type of work*".

### Status determined at time of application

All candidates applying to a job posting must declare their employment status at the time of application. It is at the moment of application that status is determined, so for example, if a teacher is offered full-time work by another employer, subsequent to accepting a workload at the College, they would not be in a situation of double-employment.

Non-permanent teachers who have submitted a GOS have an obligation to declare their employment status if it changes between accepting workloads.

### Multiple part-time jobs

Holding multiple part-time jobs does not put a person in a situation of double-employment.

### Can full-time teachers at Dawson work elsewhere?

Yes, as long as the other employer does not have a similar double-employment policy. However regular-sector teachers cannot accept work if it conflicts with their 32.5 hours of weekly availability.

## Insurance Updates

### Teachers with life insurance under the FNEEQ plan to receive rebate cheques ranging from 25\$ to 800\$

The FNEEQ insurance committee announced in April that the Life Insurance Plan has generated a significant surplus since 2014. Actuarial analysis has determined that a portion of member contributions should be reimbursed.

The surplus contributions will be distributed to all participants in the plan proportionally to their contributions in 2014. If a person's proportion of contributions amounts to less than 25\$ it will not be rebated.

The DTU should be receiving the rebate cheques by May 27th and hopes to have them available for pick-up in the DTU office by the following week. A memo will be sent out to all affected teachers

### Extending Long-term Disability Insurance to Non-Permanent Teachers.

The FNEEQ insurance committee is considering a motion to make long-term disability insurance mandatory to all non-permanent teachers who have held 4 full-time contracts, whether consecutive or not.

While this would provide teachers with some protection, the DTU and other unions have expressed concerns with the possibility of non-permanent teachers contributing over many years and not being covered if they happened to fall sick in a year where they did not have a contract.

**ASK US! dtu@dtu.qc.ca**  
we'll be answering emails all summer

# The 2016-17 DTU Team

Meet your Union representatives for 2016-17, four Executive Officers, one grievance officer, twenty-two Executive Council members. Terms of office are from June 1, 2016 to May 31, 2017.

## executive officers

## grievances

President



Emilie Richer  
Mathematics

Vice-President  
Internal



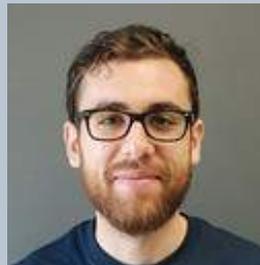
Brian Seivewright  
Chemistry

Vice-President  
External



Melanie Beck  
Mathematics

Secretary-  
Treasurer



Philip Lagogiannis  
Physics

Head Grievance  
Officer



Sylvie Perron  
Modern Languages

## executive council - constituency representatives

Arts Lit. &  
Culture



David Michel  
Cin. & Com.

Arts  
Technologies



Kim Hoang  
Industrial Design

Business  
Technologies



Martin Namour  
Business Admin.

Continuing  
Education



Ahed Hindawi  
Mathematics

Engineering  
Technologies



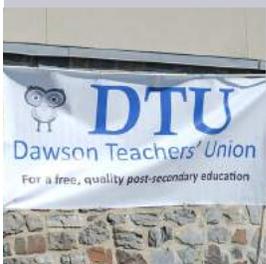
Luc Lapierre  
Chemistry

English



Frank Runcie  
English

French



Lyane Henrichon  
French

Humanities



Gabriel Tordjman  
Humanities

Non-Perm.  
Teachers



Manuel Toharia  
Physics

Science



Maria Dikeakos  
Physics



Yann Lamontagne  
Mathematics

Social  
Technologies



Patricia Murphy  
Social Services

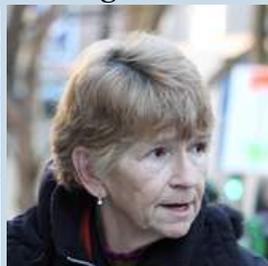
# executive council - constituency representatives (continued)

## Medical Technologies



Rebecca Dyck  
Nursing

## Physical Ed.



Cathy Moore  
Nursing



Doug Smyth  
Phys. Ed.

## Social Science



Maryann Farkas  
History



Antonia Fikkert  
Political Science



Cynthia Martin  
Political Science

# executive council - committee coordinators & conseil central

## Social Activities



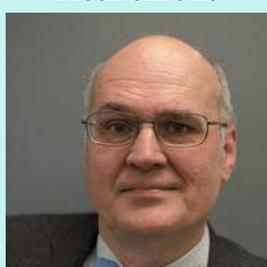
Geoffrey Pearce  
Geography

## Women's



Sarah Beer  
Sociology

## Retirement



David Olesik  
Economics

## Solidarity



Mark Beauchamp  
History

## Conseil Central de Montreal



Michael Duckett  
History

# DTU standing committees (no vote on EC)

## Professional Development Fund



Andrew Williams  
English



David Olesik  
Economics

## CRT (Comité des relations du travail)



Michael Duckett  
History



Cynthia Martin  
Political Science

## Audit Committee



J.-F. Brière  
Physics



Paul Duarte  
Physics



Sylvain Muise  
Mathematics