



The OWLHOOTS

Newsletter of the Dawson Teachers' Union Executive

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Welcome Back!

The DTU Executive invites teachers to drop by the DTU Office, located in room 8A.11. We can help answer your questions regarding workloads, seniority, priority, schooling and work experience documentation. You can also call the office (x1799) and we'll do our best to help answer any questions you may have.

Negotiations wrap-up

You are now likely aware that the negotiation of our most recent collective agreement has come to an end with our new contract signed officially this past June.

The text of the official French version can be downloaded from the DTU website and the English version should be available at some point in the semester.

All clauses of the new collective agreement are now in effect and the DTU hopes to hold information sessions in the near future presenting the changes most likely to affect Dawson teachers.

Negotiated salary increases

Teachers may have noticed the first negotiated salary increases which were paid on the two most recent pay cheques.

% changes

1 April, 2016: +1.5% (Aug. 11 pay)
1 April, 2017: +1.75%
1 April, 2018: +2%
1 April, 2019:
 echelons 1-10: +2.5%
 echelons 11-16: +3.2 to 6.9%
 echelons 17-20: +7.6%

cont.ed (16 years): +2.5%
cont.ed (17,18 years): +3.2%
cont.ed (19 years): +6.1%

Lump-sum amounts

1 April, 2016: ~ up to \$530 (Aug. 25 pay)
1 April, 2019: ~\$250

Check your paystub

Included in this issue of Owl Hoots are instructions for how to verify if your most recent pay statements are correct. Please contact us if you notice any anomalies.

Calling all Cont. Ed. teachers

The DTU is organizing a special assembly for Continuing Education teachers on **Thursday, September 15th at 4pm in room 5B.16**. If you've taught Cont. Ed. courses anytime within the last year, then this meeting is for you!

The assembly is chiefly to discuss the proposed usage of the 7.15 annual full-time *charges* which have been allotted to Dawson starting this academic year. These resources are earmarked for Continuing Education teachers; in practice, they are intended to generate CI-paid courses in Cont. Ed.

As you may already know, last spring the Cont.Ed. Mobilization Committee worked with the DTU to design a model for the equitable distribution of these resources to the college's various disciplines. The DTU has been in talks with the administration concerning this model ever since.

We'd like to have the opportunity to give you a brief history of the developments in this story, to show you what we have in mind, and to get your crucial feedback.

Long-term disability insurance now mandatory for certain non-permanent teachers

As mentioned in the May Issue of the Owl Hoots, the FNEEQ Insurance Committee was considering a motion to make long-term disability insurance mandatory for all non-permanent teachers who have held 4 full-time, consecutive or nonconsecutive, regular sector contracts (including 50-CI conversion contracts). Though the DTU and other unions expressed concerns about the implementation of such a policy, the motion was passed and came into effect at the beginning of this semester.

As a result, non-permanent teachers having already completed 3 full-time contracts, whether consecutive or not will be automatically enrolled for LTD once they obtain another full-time contract.

A teacher's coverage continues following the obtention of a fourth consecutive contract as long as he/she maintains a minimum 0.33ETC regular-sector workload each subsequent semester.

Long-term disability premiums are proportional to salary: 0.454 per 1000\$ of annual salary per pay. For a full-time teacher this amounts to \$20-\$35 per pay depending on salary echelon.

The DTU will be monitoring the effects of the new LTD policy and encourage non-permanent teachers to provide us with feedback regarding its effects.

A reminder that **all** non-permanent teachers still have the opportunity to opt into the LTD plan within 30 days of obtaining any one of their first three minimum 0.33ETC regular-sector contracts in a semester.

Pub Night
4pm **sept 30** oliver's
drinks + snacks + music +
interesting conversations
with fellow teachers

Continuing Education
SPECIAL ASSEMBLY
15 september - 4pm room 5b.16

for all teachers who have taught a
cont.ed. course within the last year

get informed - get mobilized

How the lump sum payment was calculated

Teachers received a lump sum payment on August 25th corresponding to number of days worked in 2015-16

The lump sum payment takes into account all remunerated days between April 1st 2015 and March 31st 2016.

Regular sector

For a full-time regular sector teacher there were 258 remunerated days or 1677 hours in this period. This number of hours appears on the pay stub and the corresponding amount of pay is \$539.48.

Any teacher on leave during the above period would not be eligible for a lump sum payment. Those teachers on partial leave would be eligible for a lump sum payment prorated to the number of days for which they were remunerated.

However, periods during which teachers were receiving sick leave, maternity, paternity or adoption leave payments would be considered as periods of remunerated work for the purposes of the lump sum payment calculation.

Continuing Education

Hourly-paid teachers were eligible for \$1.04 for every remunerated hour in the period from April 1st 2015 to March 31st 2016.

Strike pay vacation deductions - check your pay stub

The DTU Executive encourages all teachers verify pay deductions made of June 30th and July 14th

Full-time regular-sector teachers earn 2 months of paid vacation for every 10 month period worked, a ratio of 1 vacation day for every 5 working days.

As a result of the 4-day strike days in the fall of 2015, a proportional reduction in vacation pay was deducted from the pay of all teachers who participated in the strike. The College applied the pay deductions over two pay periods, on the pays of June 30th and July 14th. We have already been informed of a few mistakes in the processing of these deductions and thus ask that faculty verify their pay stubs to make sure that correct amounts were deducted.

You can verify the deductions by making the following calculations and comparing them to the amount on your pay stub appearing as "strike vacation adjustment". The total amount deducted over two pay periods should amount to:

for full-time, regular-sector faculty;
 $(5.2) \times (\text{hourly rate})^*$

for part-time, regular-sector faculty;
 $(\# \text{ of strike hrs})^{**} \times (0.2) \times (\text{hourly rate})$

*the hourly-rate to which we are referring is the one that appears on the bottom of your pay stub

** the # of strike hours can be tabulated by adding together the total number of hours appearing in the line "strike" of the November 5th, December 3rd and December 15th 2015 pay statements

Continuing Education

Continuing Education contracts do not generate vacation pay and thus were unaffected by the strike days. There should not have been any deductions related to Continuing Education contracts on the June and July pays.

Teachers who came in for August 16 Welcome Week activities - request a transfer of availability

Many teachers came back at least one day early from the summer holidays to participate in Welcome Week activities on August 16th for their program or department. We encourage such teachers to use this day of work in any future transfer of availability request that they submit over the course of the school year.