

# The OWLHOOTS

Newsletter of the Dawson Teachers' Union Executive



## Issue 538

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## Winter 2017 Semester Dates & Reminders

### PDF upcoming meetings

The Professional Development Fund (PDF) Committee meets several times a year to discuss applications for PD funds submitted by teachers.

For the balance of the academic year in progress, the committee plans to meet on **April 4th, May 23rd, and June 13th.**

If you would like your application to be considered at one of these meetings, it must be submitted **no later than 3 working days prior to the scheduled date.** Applications must be submitted before the proposed activity is to take place.

As a reminder, teachers can now apply for \$100 to be used towards the purchase of electronic equipment for pedagogical purposes. In order to qualify for a reimbursement, teachers must complete a PDF application. This reimbursement cannot be used for equipment which has already been purchased.

Submit all applications and/or inquiries to [pdfsecretary@dawsoncollege.qc.ca](mailto:pdfsecretary@dawsoncollege.qc.ca)

### Identification questionnaire

The College recently sent a memo asking teachers to fill out the *Equal Access to Employment Identification Questionnaire*. This is an important step in the process of assessing the College's current standing with respect to equal access to employment.

The questionnaire can be accessed through your MyDawson portal. We encourage you to take a few minutes to fill it out.

## SAVE THE DATE

**GENERAL ASSEMBLY**  
4pm, Thursday, **February 23rd**  
Boardroom (5B.13)

Items on the agenda include the charges in Continuing Education, resources for students with disabilities, summative assessments, and the Truth & Reconciliation Commission's Calls to Action.

**PUB NIGHT!**  
3:30pm, Friday, **February 17th**

Free drinks & snacks, music, hot topics. Come meet your colleagues!

# Union's charges distribution protocol implemented

## Continuing Education workloads come with important provisos

In late December, the College implemented a modified version of the distribution protocol developed by the DTU for the 7.15 annual charges à la formation continue -- or full-time workloads in Continuing Education -- available as of the current academic year.

The DTU's protocol proposed distributing these workloads to each discipline according to its share of Continuing Education courses at Dawson, but also added a corrective for accumulated seniority. To maximize impact, it established a minimum meaningful charge fraction for each discipline equal to the typical value of a course in that discipline.

The protocol implemented by the College for the winter 2017 semester removes the seniority corrective and distributes the charges based on the most up-to-date course volume data. The DTU Executive debated whether to challenge the College on its removal of the seniority corrective, but ultimately decided against it. The College maintains that this modified protocol has the status of a pilot project.

### Full-time conversions under the Continuing Education charges regime

Clause 5-1.03d of the collective agreement stipulates that a part-time teacher who accumulates a minimum of 50 CI (units of workload, or charge individuelle) in the Regular sector can 'convert' their hourly-paid courses into CI. This conversion is only carried out if the sum of the teacher's Regular, Continuing Education, and converted CI exceeds 80. Subsequently, the teacher is paid a full-time annual salary.

During the 2015 negotiations, representatives from the Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ) team sought a modification to this clause. Their intention was to make conversion accessible to Continuing Education teachers on a charge by extending the clause to CI in general, regardless of sector.

The government negotiators ultimately declined this request. As a consequence, CI from courses taught on a charge in Continuing Education won't contribute to the 50 CI threshold for conversion.

### Separate workload calculations

The College has opted to account for Regular and Continuing Education workloads separately. A teacher who has a part-time charge in the Regular sector and a charge in Continuing Education will be issued two separate contracts, each with its own associated CI value. Since the CI calculator was not designed with this division in mind, inequitable workloads are a likely result.

The alternative, endorsed by the DTU Executive, is to create a single workload for each teacher which would include both Regular and Continuing Education courses. This would allow full-time, single-semester contracts to be issued with a combination of courses from both sectors.

### Duties and benefits while on a Continuing Education charge

Currently, Continuing Education staffing proceeds exactly as it did in the past. To determine the makeup of a charge, the College simply 'upgrades' the hourly-paid courses of those teachers who are in position to receive it. The upgrade consists in issuing the courses as CI-paid contracts. This is made possible by the fact that priority for a charge is identical to priority for hourly-paid courses.

While on a Continuing Education charge, a teacher's duties are precisely what they would be while on a Regular charge: providing encadrement to students, attending department meetings, assisting in the carrying out of departmental duties, and more. A teacher on a charge must provide these services during their hours of availability, which are prorated to their workload.

Teaching on a charge also opens the door to the collective insurance plan, to sick days, and to leaves. Remarkably, it provides a new mode of entry into the Regular program: an hourly-paid teacher who has never held a Regular contract instantly earns priority for a Regular charge upon being assigned a charge in Continuing Education.

The DTU Executive encourages all those teachers who have been or who are likely to be assigned a charge to contact us with their questions.

### Future prospects

In addition to defending the single workload approach to charges from different sectors, the DTU Executive anticipates several other key battles in the months ahead. Chief among them will be a push to maintain the current distribution protocol, and a call to maximize the impact of the charges by anticipating and preventing their attrition.

More broadly, the onus will be on securing additional charges and benefits during the 2020 negotiations, as well as on pursuing all possible avenues for improving the working conditions of our Continuing Education teachers in the interim.

## Coalition Main Rouge plans a National Day of Action

A national day of action is being organized for February 21st by the *Coalition Main Rouge*.

While the government's cuts to public services continue to weaken the social safety net, several large multinational companies are actively encouraging tax avoidance and evasion.

The Coalition is demanding that the government enact measures to subvert these schemes, notably by reinstating the capital tax on banks. They stress that the subsequent increase in tax revenue should be used to massively re-invest in public services, social programs, and autonomous community action.

The goal of the national day of action is to put pressure on the government to actively pursue the tax revenue escaping our public coffers. The Coalition plans to directly confront one of the centers of tax evasion in Montreal.

For more information, visit the Facebook page "Blocage national le 21 février".

## Executive Council motions supports food sovereignty at Dawson

the DTU Executive Council passed the following motion at their meeting on December 16th 2016:

That the DTU Executive Council support food sovereignty at Dawson College, namely by encouraging the administration to abandon industrial food provision in favour of a local, sustainable, healthy alternative with options for persons with dietary restrictions.

THE DTU INVITES YOU TO

# Pub Night

FREE BEER AND WINE  
COME HAVE SOME FUN!

Friday, February 17, 2017 · 3:30 pm  
Oliver's 2C.17

## CONTRE L'ÉVASION FISCALE: LA MAIN ROUGE À L'ASSAUT DU «BIG FOUR»

EY KPMG pwc Deloitte

BLOCAGE NATIONAL LE 21 FÉVRIER  
RASSEMBLEMENT : PLACE DU CANADA À  
MONTRÉAL / 7H30

COUPABLE  
D'ÉVASION FISCALE

CONTRE  
L'ÉVASION FISCALE



## Important message for non-permanent teachers

We encourage you to consult the DTU before you refuse any workload you may have been offered. Refusals can have a substantial impact on your future job priority.

Teachers who would like to learn more about seniority, priority, and workload distribution are welcome to stop by the DTU office in room 8A.11, or to send us an email at [dtu@dtu.qc.ca](mailto:dtu@dtu.qc.ca).

Non-permanent teachers are also encouraged to check out the website of the Comité de mobilisation des professeures et des professeurs précaires (CMPPP), a committee founded by Dawson teachers, at [www.halfateacher.org](http://www.halfateacher.org).