

Memo



COVID Memo #8: End-of-Semester Updates

SUMMER SCHOOL AND CONTINUING EDUCATION

While we recognise that many regular teachers will be spending some of their summer preparing for a Fall semester that will be mostly online, our Continuing Education teachers face the daunting task of having to put their summer courses online without the luxury of time. Summer classes start in less than two weeks and teachers are only now being given their course assignments.

The DTU has long been an advocate for better remuneration and conditions for Continuing Education teachers, and has repeatedly asked the College to provide additional remuneration to recognise that the transition to online teaching has required Continuing Education teachers to fulfil duties outside of their contract (namely attending department meetings and providing student support). Several departments and programs have passed motions in support of additional remuneration for Continuing Education teachers and at several other Cegeps the administrations have agreed to provide additional remuneration to Continuing Education teachers. Dawson administration has consistently refused to provide any additional remuneration unless it is directly funded by the Ministry, despite the fact that it has one of the largest and most profitable Continuing Education sectors in the network.

In response to the College's reluctance to provide additional remuneration, several departments are discussing whether to support "work to rule" motions for their Continuing Education teachers. The DTU supports the rights of Continuing Education teachers to determine appropriate mechanisms for delivering their courses while respecting the terms of their contracts.

FALL SEMESTER

Last week the Ministry stated its intention to "provide a minimum percentage of on-campus presence, common to all institutions". This announcement was accompanied by the presentation of three possible minimums: 30%, 50% and 100%. This announcement was nuanced with the comment that the "100% on-campus option" was included in order to send the message that the Ministry was committed to providing an in-person experience to all students.

The DTU met with the College Administration after the Ministry's announcement. It was clear from our discussions that the College does not believe that either of the three scenarios are realistic, particularly if current public health guidelines remain in place. As you may have seen, on the very same day that the Ministry released its scenarios the College sent a letter to incoming students stating that:

"Dawson has made the decision to offer all courses and extracurricular activities online in the fall. Only certain activities such as essential labs, practical work and some assessments will take place on the college's campus."

While the Government has stated that every student should be able to participate in some in-person activities, this does not appear to be the plan at Dawson for the time being.

Government officials are balancing the risks to public health with concerns for student retention and access to education if no in-person activities were to resume. There are a number of negative impacts on students of an entirely online semester which are difficult to address in the current context. In particular, there is a worry that these impacts will be disproportionately felt by students in programs such as Social Science who, due to the absence of labs and practical work, face the prospect of a semester with no in-person activities.

RE-INTEGRATION TASK FORCE

As part of the preparations for a resumption of in-person activities, the College formed the Reintegration Task Force in May. The Task Force was headed by Carmela Gumeli (Dean of Academic Systems) and included representatives from the DTU, DSSU and ADP as well as other members of the administration. At the subsequent meetings, we raised several concerns that had been expressed to us by our members - notably concerning accessibility and ventilation. The role of the union representatives, however, was primarily consultative; as the employer, the College has the responsibility of ensuring a safe working environment, in line with public health guidelines. The College has developed "Protocols for In Person Activities", which were sent by email on May 27. If you are going to be physically present at the College for any reason in the coming months, it is important that you follow the protocols. The Task Force is currently developing a procedure for members of the community to notify the College of lapses in the protocol. We will inform our members once we have more details on this.

Given the uncertainty of where things will be in Fall, there remain many concerns among teachers regarding a return to in-person activities. Clearly, the College will take its lead from the Government in terms of when public health conditions will allow it to reopen. However, the DTU has been in discussion with the College to request that clear policies be put in place regarding options available for teachers who are in more vulnerable circumstances as a result of their age or health.

NEGO UPDATE

Negotiations are ongoing at both the Central Table and the Sectoral Table. At the Central Table, where demands for salary are negotiated, the Government presented the following salary offer:

New Wage Offer from the <i>Conseil du trésor</i>	
April 1, 2020	1.75% + lump sum prorated to hours worked
April 1, 2021	1.75% + lump sum prorated to hours worked
April 1, 2022	1.50% for <i>rangements</i> 12 to 28 and an increase of a fixed amount of \$0.40/hr for <i>rangements</i> 1 to 11. *Cegep teacher are <i>rangement</i> 23

This offer is not substantially different from the one initially proposed by the government, and fails to take into account the main orientation of the CSN's salary demands, which were intended to provide a greater boost to those at the lower end of the salary scale.

At the sectoral table, given that the negotiations are expected to take place over a shorter time period than usual, it was decided to develop a list of prioritised demands to allow the FNEEQ negotiating team to concentrate their efforts. Each of the local unions consulted with their membership concerning the prioritisation of our Sectoral Demands. At our Zoom General Assembly, members discussed the proposed demands and expressed particular support for the demands regarding equity for Continuing Education teachers and greater support for the Technology Sector, including the Medical Technologies. The results of these local consultations were discussed at a Regroupement meeting of all the Cegep unions and a [list of prioritised demands](#) was developed to present to the Government.

You may have noticed posters relating to FNEEQ's sectoral demands circulating on social media, including on the [DTU Facebook page](#); feel free to share them on your own social media feeds.