

Welcome Back

Welcome back. I hope that both you and your loved ones had an enjoyable and restful summer and that the September start-up went well.

As you know, this is an important year for us as we get ready to celebrate our 40th anniversary.

Yes, it has been 40 years, or it will be in November, and as a College system we have forever changed the landscape of our City and our Province. More importantly, as a City College we have had an incredible, positive impact on the well-being of this city and on the students that over the years have trusted us to provide for them the knowledge, experience and expertise that were and are, the essential elements to begin one's career. Yes, we have touched the lives of students in ways that we can't even imagine.

Because we are so passionate about what we do, I believe that our students will continue to place their trust in us, to deliver all of the necessary goods that enable them to be successful in an ever-expanding and "GREENER" global economy.

Looking back at my 30 plus years of employment here at the college, I have witnessed an incredible positive evolution, not only in our philosophy to teaching and learning, but also in our surrounding

physical space. Although much more is needed to relieve the overcrowded classrooms and cramped office space, the College has made serious progress and continues to explore alternatives to satisfy this need. This will indeed be a challenge in light of the fact that we have experienced continuous growth over the last seven years and continue to grow. The next five years will be extremely interesting to see how we as a College manage it.

Like most of you, I can recall experiences that for many reasons were difficult to deal with, but you know we were able to weather those adversities, learn from them and become stronger in the process. I like to believe that this strength, in many ways, is directly attributed to our common beliefs that are inherent to our profession, which demand all of us to provide outstanding quality of education and the combined commitment to the success of our students.

You will be hearing often, that this year we will be 40 years old and the College has many activities planned throughout the year to celebrate this milestone. Whenever possible, please engage with pride in these celebrations, because without you and our students, that incredible political idea that gelled 40 years ago — to create another system of postsecondary education to serve the needs of Ontarians — would not have been realized.

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Welcome *cont'd*

Notwithstanding the adversity that we as a system have experienced and continue to experience (lack of funding), our resolve has and always will be quality of education for our students. So, let's give ourselves credit for a job well done!

Finally, I would like for all of you to know that I really feel privileged to have been and continue to be a Professor here at George Brown College, as well as your Union Local President and the academic staff Board of Governors representative.

If I were to be asked how I manage to remain sane and fully engaged in my teaching for over 30 years of employment here at the college, I would say "Keep your focus on excellence in whatever functions you are charged to do and just as important, if not more so, on our students." ▼

Tom Tomassi, *President, Local 556*

Keep
your focus
on
excellence...



WORK IN NON-TEACHING PERIODS

The Collective Agreement sets out clear limits on the maximum amount of work that can be assigned to faculty, how it is assigned and when that work can be assigned. It also speaks to activities in non-teaching periods.

The following articles set out the maximum number of teaching weeks, days and hours that can be assigned to a teacher.

11.01B1 *Total workload assigned and attributed by the college to a teacher shall not exceed 44 hours in any week for up to 36 weeks in which there are teaching contact hours for teachers in post-secondary programs and for up to 38 weeks in which there are teaching contact hours in the case of teachers not in post-secondary programs.*

The balance of the academic year shall be reserved for complementary functions and professional development...

11.01K1 *Contact days (being days in which one or more teaching contact hours are assigned) shall not exceed 180 contact days per academic year for a teacher in post-secondary programs and 190 contact days per academic year for a teacher not in post-secondary programs.*

11.01K2 *Weekly contact hours assigned to a teacher by the College may be scheduled into fewer than five contact days and such compressed schedule shall be deemed to be five contact days.*

11.01K3 *Teaching contact hours shall not exceed 648 teaching contact hours per academic year for a teacher in post-secondary programs or 760 teaching contact hours per academic year for a teacher not in post-secondary programs.*

The first article, 11.01B1 limits the College to assigning work only in weeks that

contain teaching contact hours and then sets the upper workload limit at 44 hours per week.

Work is assigned on SWFs and SWFs are only issued for weeks in which there is a teaching assignment (Article s11.02A2 and 11.01B1).

The non-teaching periods are specifically covered by Article 11.08

11.08.1 *In keeping with the professional responsibility of the teacher, non-teaching periods are used for activities initiated by the teacher and by the College as part of the parties' mutual commitment to professionalism, the quality of education and professional development.*

Such activities will be undertaken by mutual consent and agreement will not be unreasonably withheld.

Such activities will neither be recorded nor scheduled except as in accordance with 11.01G1.

Any work undertaken by faculty during a non-teaching period is by mutual agreement only and cannot be assigned. Faculty may well decide to undertake various complementary functions but it is at their discretion. If the College wishes to specifically assign some activity to a teacher then it must be assigned on a SWF during a teaching period.

By way of example, prior to 1998 faculty received time on their SWFs for promotional meetings that occurred after the end of the term outside of a SWF period. In recognizing that activities outside the teaching period were covered by article 11.08 the College replaced promotional meetings with progress meetings that

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Non-Teaching *cont'd*

were scheduled within the SWF period. At the same time attendance at promotional meetings that occurred outside the teaching period was then optional and at the discretion of the teacher.

The Collective Agreement sets limits on the total workload for all teachers, librarians and counsellors. All three groups are classified as faculty and follow the same step progression and pay scale. The total workload assignments for the three groups are designed to be reasonably equitable. Teachers are assigned 44 hrs/wk for up to 36 weeks (38 weeks not in post-secondary) for a total of 1584 (1672) hrs/yr (Article 11.01B1). By comparison, counsellors and librarians are assigned 35 hrs/wk for up to 42 weeks (2 months vacation and a Christmas break) for a total of 1470 hrs/yr (11.04A). Even a teacher with five seven-week blocks of teaching is assigned more work than either of the other comparator groups.

During the last round of bargaining the colleges attempted to negotiate contract language changes to articles 11.01D3 and 11.08 that would have allowed the assigning of work in non-teaching periods and the recording of that work on SWFs. The Union did not agree to any changes and the Collective Agreement remains unchanged.

Supervisors in some departments are scheduling meetings during non-teaching/non SWF periods either prior to the start of the academic year in August, or during inter-sessional weeks. If the notice of meeting is accompanied by an invitation to attend then the supervisor is complying with article 11.08 and the faculty can either consent to attend or withhold their consent and not attend. In either case the activity is not to be recorded.

If on the other hand, the supervisor states that attendance is mandatory, then they are assigning work outside the SWF period and are in violation of article 11. Remember the college controls scheduling and can plan ahead so that where attendance by faculty is necessary the meeting can be scheduled within the SWF period and time appropriately assigned on the SWF.

In the event that the supervisor insists on attendance at a meeting scheduled in a non-teaching period, faculty should indicate their disagreement, comply with the directive and file either an individual grievance or a group grievance. ▼

What's the GREEN CORNER?

🐞 The GREEN CORNER is a regular feature in the Vocal Local. It focusses on ideas, tips and information that are positive for the environment. We welcome and encourage contributions from local members. So, if you have any eco-friendly ideas, tips or articles, please forward them to the VoLo Editor at opseu556@gmail.com. Let's turn it into the GREEN PAGE!

🐞 In this issue we encourage use of bicycles as a way of keeping our air cleaner and our bodies healthier. Below is some information to get you thinking about cycling and perhaps organizing and registering a George Brown College Bicycle Users Group. Roll on GBC!!! ▼

THE GREEN

CORNER

CATCH THE GBC BUG

The Bicycle User Group (BUG) Network exists in the City of Toronto, to encourage and support cyclists who wish to improve conditions for cycling in their workplace, neighbourhood, community, or school.

Why not start one at GBC? Check out toronto.ca/bug for more details. You'll find lots of free bicycle info as well as info on how to start and maintain a BUG.

Think about registering your GBC Bicycle User Group today!

Here are a few tips to help interested cyclists start a BUG at GBC:

- go to toronto.ca/bug for more info
- gather a group of interested cyclists
- hold a first BUG meeting
- plan and propose how to improve cycling facilities at the College
- plan special events like group rides, or host cycling seminars offered through the BUG Network
- continue to find other interested cyclists to join and support the GBC BUG
- keep in touch with other BUGs by joining the City's Bug Network

Remember to keep things rolling!



ASK THE CHIEF STEWARD

Question? My supervisor has told me that there are some student complaints regarding my in-class performance. What should I do? *Tensely Cautious*

Answer! First read pages 51-54, Chapter V of the George Brown College-Academic Policies, Guidelines & Codes of Conduct –2001-2002.

Next, call the Union office at extension 2200 for the help, advice and representation you are entitled to.

The policy directs the student to approach the relevant faculty member to discuss the issue. This can be done either in person or in writing.

If the student does not approach the faculty member or is unwilling to do so then they can approach the chairperson directly. In such cases the complaint must be in writing and signed by the student. The chairperson will endeavour to bring the student and the faculty member together in order to discuss the situation and clarify the complaint.

The student may or may not attend this meeting. In any event, the chairperson will provide the faculty member with a detailed summary of the student's complaint prior to meeting with the faculty member. At that meeting both parties will develop a strategy to rectify the situation. The student is notified of the discussion and is asked to report back to the chairperson if the situation has been rectified. *Throughout this process you are entitled to representation by your Union at all meetings.*

In theory, if implemented, this policy should resolve most student complaints, whether or not they are warranted, and do so in an open and fair way that brings both the teacher and the student together to resolve allegations of difficulties arising in the classroom. The biggest stumbling block to resolution occurs when the college does not follow its own policies.

Recently the college has been guaranteeing confidentiality to students making allegations against faculty. Chairpersons have been approaching faculty, and asking them to respond without offering the specific details of "who, what, where and when" of an issue giving rise to a complaint.

In one situation the college would not tell the faculty member who made the complaint or even when the instance of the complaint occurred. In fact, initially they would not even divulge in which class the behaviour giving rise to the complaint was alleged to have occurred.

This creates an intolerable situation for the faculty member in which there is insufficient information to formulate any kind of defense or to even put the allegations into any kind of relevant context.

In another instance a faculty member was alleged to have student complaints lodged against him and was warned to alter his behaviour. The individual filed a grievance and, after having the initial internal Step 1 hearing, the chairperson, in a letter to the faculty member, stated that in fact there had been no student complaints lodged against him.

In a recent grievance held before a Board of Arbitration under Article 32, the college based part of its rationale for dismissal on student complaints. It also argued that its records of the complaints were sufficient evidence to place before the Board. The Arbitrator ruled that the Board had

the "obligation to hear best evidence" and that the students themselves should be called to testify. This particular case was quickly resolved before any students were required to testify.

There is a grievance currently being scheduled before a Board of Arbitration regarding the college's refusal to disclose the details of a student complaint against a faculty member. Should the college not withdraw the allegation of a complaint and should the college persist in withholding the full details of the complaint, the students may be subpoenaed to testify, so that the context and situation giving rise to the complaint will be fully disclosed.

While the college may promise students confidentiality and anonymity in making complaints against faculty members, it is an unfortunate position to take because ultimately, the students may well find themselves before a Board of Arbitration being cross-examined by opposing lawyers. It also shows a complete lack of faith in the professionalism of Faculty and our commitment to creating an open and effective learning environment for our students. It also stands in the way of the fundamental right to face one's accusers and to mount a fair and reasonable defense.

If allegations of student complaints are made against you, please contact your local at ext 2200. Legal advice and representation is your right. ▼

We want you to

ASK the Chief Steward



Questions can be submitted to the VoLo Editor at opseu556@gmail.com. The Vocal Local will endeavour to answer all your questions here, space permitting.

OPSEU Local 556 Telephone List

REVISED 08/07

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 Union Office

Post-Strike Return to Work Grievances

After our recent strike, approximately 1200 Faculty filed grievances claiming compensation for additional work that arose out of the strike.

The cases are currently before a Board of Arbitration chaired by Mr. Owen Shime. Damian Wiechula and Ted Montgomery continue to work on these cases in conjunction with David Wright (Ryder, Wright, Blair and Holmes) and OPSEU representative Mary-Anne Kuntz.

The colleges have raised several objections ranging from the not having given permission to perform post-strike overtime work to the notion that as salaried employees, overtime was not justified. In large part the objections have been overcome and we are now at the stage of actually hearing evidence on the merits of the cases. To initiate that process the Union has selected about 10-20 cases that are deemed to be typical of the various types of claims being made. Of the selected examples one, possibly two, will be from GBC. These individual faculty members have agreed to testify at the hearings which will continue on October 18, 24 and December 12. Many more dates will be scheduled in the new year.

The individuals who have agreed to testify deserve our heartfelt thanks for their effort and commitment on our behalf. We will keep you posted of further developments. ▼

NEW COLLECTIVE AGREEMENTS

Look in your mailbox for a copy of your new Collective Agreement. If you don't receive it within the next week, call the Union office at 2200.

A Warm “Welcome Aboard” to Our 74 Faculty New Hires
From June 1, 2006 – Current

- Zeba Luxmore**
STUDENT AFFAIRS
- James Jollymore**
STUDENT AFFAIRS
- Diana McIntyre**
STUDENT AFFAIRS
- Gioacchino Tomaselli**
FACULTY OF HOSPITALITY & TOURISM
- Paul Araujo**
FACULTY OF HOSPITALITY & TOURISM
- Thomas Arhontoudis**
FACULTY OF BUSINESS & CREATIVE ARTS
- Monique Bacher**
CENTRE FOR NURSING
- Jaswant Bajwa**
GENERAL EDUCATION & ACCESS
- Ramesh Bhardwaj**
FACULTY OF BUSINESS & CREATIVE ARTS
- Nancy Blanchard**
CENTRE FOR COMM. SERV. & DEV.
- Lynn Buckerfield**
FACULTY OF BUSINESS & CREATIVE ARTS
- Sheilagh Callahan**
CENTRE FOR NURSING
- Celina Costa**
INT’NL AND APPLIED RESEARCH
- Peter Dederer**
FACULTY OF TECHNOLOGY
- Iris Epstein**
CENTRE FOR NURSING
- Sarah Evans**
CENTRE FOR NURSING
- Baolong Fu**
FACULTY OF BUSINESS & CREATIVE ARTS
- Joy Garmaise**
CENTRE FOR NURSING
- Demetrios Grivas**
FACULTY OF TECHNOLOGY
- George Hanna**
FACULTY OF TECHNOLOGY
- Bryan Heyl**
FACULTY OF TECHNOLOGY
- Christine Houston**
CENTRE FOR NURSING
- Anita Jennings**
CENTRE FOR NURSING
- Tracey Kalimeris**
FACULTY OF HOSPITALITY & TOURISM
- Susan Lewis**
FACULTY OF BUSINESS & CREATIVE ARTS
- Larry Mailloux**
FACULTY OF TECHNOLOGY
- Rosemary Murray**
GENERAL EDUCATION & ACCESS
- Johanna Pepper**
INT’NL AND APPLIED RESEARCH
- Debbie Plested**
INT’NL AND APPLIED RESEARCH
- Jennifer Porter**
CENTRE FOR COMM. SERV. & DEV.
- Subashini Sivaramalingam**
CENTRE FOR NURSING
- Beth Stockton**
CTR. FOR EARLY CHILDHOOD DEV.
- Ballu Thakur**
FACULTY OF HOSPITALITY & TOURISM
- Doug Vanderlip**
FACULTY OF TECHNOLOGY
- Douglas Walker**
FACULTY OF TECHNOLOGY
- Benj Wu**
CENTRE FOR COMM. SERV. & DEV.
- Paula Crawford**
CENTRE FOR NURSING
- Barbara Syer**
FACULTY OF BUSINESS & CREATIVE ARTS
- Christopher Bain**
FACULTY OF HOSPITALITY & TOURISM
- Bill McAskill**
EDUCATIONAL RESOURCES
- Adrian Caravello**
FACULTY OF HOSPITALITY & TOURISM
- Gary Kapelus**
CENTRE FOR NURSING
- Paula Johnson-Tew**
FACULTY OF HOSPITALITY & TOURISM
- Constantine Karolidis**
CENTRE FOR HEALTH SCIENCES
- Celina Da Silva**
CENTRE FOR NURSING
- William Knox**
GENERAL EDUCATION & ACCESS
- Melissa Crawford**
CENTRE FOR HEALTH SCIENCES
- Kate Gies**
CENTRE FOR COMM. SERV. & DEV.
- Dawn Lovas**
CENTRE FOR COMM. SERV. & DEV.
- Nancy O’Shea**
STUDENT AFFAIRS
- Jill Edmondson**
FACULTY OF HOSPITALITY & TOURISM
- Deirdre Fitzpatrick**
FACULTY OF BUSINESS & CREATIVE ARTS
- Jim Globocki**
CENTRE FOR HEALTH SCIENCES
- Adeesha Hack**
INT’NL AND APPLIED RESEARCH
- Deborah Jenkins**
INT’NL AND APPLIED RESEARCH
- Sobia Khan**
FACULTY OF HOSPITALITY & TOURISM
- Harmeet Kohli**
FACULTY OF BUSINESS & CREATIVE ARTS
- Daniel Kozlovic**
GENERAL EDUCATION & ACCESS
- Andrea Lalonde**
CENTRE FOR NURSING
- Donna Lee**
FACULTY OF HOSPITALITY & TOURISM
- Mario Pascucci**
FACULTY OF BUSINESS & CREATIVE ARTS
- Paul Petrie**
CENTRE FOR NURSING
- Andrea Rankin**
GENERAL EDUCATION & ACCESS
- Patricia Robinson**
INT’NL AND APPLIED RESEARCH
- Cheryl Simpkin**
CENTRE FOR NURSING
- Thomas Supra**
FACULTY OF BUSINESS & CREATIVE ARTS
- Trisha Yeo**
GENERAL EDUCATION & ACCESS
- Wenjun (Violet) Zhang**
FACULTY OF BUSINESS & CREATIVE ARTS
- Constantine Campaniaris**
FACULTY OF BUSINESS & CREATIVE ARTS
- Andrew Johnston**
FACULTY OF HOSPITALITY & TOURISM
- Dan Dobbie**
FACULTY OF TECHNOLOGY
- Kari Ross**
CENTRE FOR HEALTH SCIENCES
- Lauralynn Tomassi**
CENTRE FOR HEALTH SCIENCES
- Sarah Wiebe**
EDUCATIONAL RESOURCES ▼

COFFEE MEETINGS



Last year, I started what I call “Coffee Meetings”. I felt that they were fairly successful and would like to start them up again this year. Let’s face it, time constraints make it impossible for us to address all of your questions during our Union Membership Meetings and, due to other commitments, a number of you are unable to attend these meetings.

If you have any concerns, or questions and would like to meet with me individually, or as a group, to discuss issues such as; benefits, pension, health and safety, or contract questions in general, please either e-mail me at: opseu556@gmail.com or call Madeline at ext. 2200 and let her know your availability. I will then arrange to meet with you either in your office or a meeting room, the cafeteria, etc. and – I will bring the coffee.

I have been a steward of Local 556 for over 10 years and I am currently your 2nd Vice-President/Treasurer.

Ed Larocque, 2nd Vice-President/Treasurer ▼



The Vocal Local is a publication of the George Brown College Faculty Union, OPSEU Local 556. It is intended to provide information and stimulate discussion among its members. We invite your participation and welcome your contributions. We reserve the right to edit for libel, length and clarity.

Send your input to:
VoLo Editor at opseu556@gmail.com