

*Special
Holiday Issue*

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What's Wrong with Modified Workload Arrangements?

by Damian Wiechula

The new Collective Agreement has a new provision—Article 11.09—that allows for the assignment of work without the application of the workload formula, specifically eliminating 25 different protections under Article 11.

Before jumping into what can go wrong with a Modified Workload Arrangement (MWA) it's worthwhile looking at what's right about a regular SWF assignment.

The workload formula provides credit for *all* aspects of the assigned workload. Each teaching hour is credited with time to prepare for the class and time to evaluate students afterwards and takes into account the number of students in each class. In addition each teacher is given 2 hours time to perform normal administrative tasks and 4 hours time to provide routine out-of-class assistance to their students, with additional time provided if the student numbers are large. Any other tasks assigned must be credited on an hour-for-hour basis. All of this is recorded on a SWF and any teaching hours in excess of 18 hours per week, and any workload in excess of 44 hrs per week is paid as overtime. All these aspects of workload are taken into account and, as a result, there are controls and limits on the amount of work that can be assigned. When there is a dispute as to the assignment and the credit received, then there is an expedited grievance process that resolves issues quickly, efficiently and with a minimum of animosity by applying the rules surrounding workload assignments.

The first ever strike by College Faculty arose because there was no workload formula. There was no recorded time for meetings, preparation, class size, evaluation, seeing students out of class, or any of the other work associated with teaching. The only measures of workload were the weekly and annual teaching hours and annual teaching days. Faculty won a workload formula through a protracted and confrontational strike and have gone on strike in 1989 and 2005 to protect the workload formula.

Getting a SWF Right

by Damian Wiechula

This last autumn term a faculty member was issued a SWF that just wasn't right. The first SWF she received was five weeks late. Then at the end of the summer she was issued a new SWF with a different workload. The evaluation factor was wrong, she was short a PD day, she was not given any travel time nor was she given time for team meetings. She and her supervisor disagreed about the assigned workload and rather than just accepting it or arguing about it with her supervisor, she checked off the middle box at the bottom of the SWF and sent it off to the College Workload Monitoring Group (CWMG) to have the matters resolved. The CWMG was able to agree on some of the outstanding issues but not others. The unresolved issues were sent on to a Workload Resolution Arbitrator (WRA) and she ruled on those items.

As a result her SWF was revised.

She was paid \$1750 for work arising from the new revised assignment.

She was paid \$877.50 for receiving the SWF late.

She was paid \$452.61 for the missed PD day.

The evaluation factor went from 0.015 to 0.03

She was credited with 4 hrs per week travel time.

As a result of her decision to refer the matter on for third party resolution she was given an accurate SWF that reflected her workload and paid an additional \$3080.11 for the term.

SWFs are often late, they often don't record all of the work that you do and often they have errors in them that result in Faculty doing more and more unrecognized work.

When Faculty stand up for what is right, when they send issues off to arbitration they usually win, not just for themselves but for all of us. **Sometimes it pays to stand up for what is right.** ▼

Student Safety

by Ed Larocque

At a Health & Safety meeting we asked the College the question: "Who is responsible for the safety of our students?" The answer to the question is as follows:

Students on Campus: The employee who is facilitating, or otherwise teaching the class acts as an agent of the college to ensure a safe working environment in that area. The ultimate responsibility rests with the college.

Students on Placement: The employer where the students are employed—either paid or volunteer—is responsible for ensuring a safe working environment.

Students' personal responsibilities: Follow rules and procedures of the workplace or learning location, wear PPE (Personal Protective Equipment), report hazards to their supervisor and watch out for fellow workers.

All accidents must be reported immediately to Health and Safety office. i.e. First-Aid, or Security, including any accidents that occur while on placement. All Critical Injuries must be reported to the Ministry of Labour.

Here is a list of best practices and procedures that we recommend faculty to follow:

- Report any accident to your immediate supervisor and call First Aid. If First Aid is not available, as is the case during the evening hours, call Security.
- Ensure that Health & Safety is in your course outline when warranted.
- Ensure that at the beginning of every class "take five for safety" and this means informing the class of the procedures that are in place should an emergency occur.
- When Health and Safety is part of the curriculum, record in a personal journal the topics discussed and who was in attendance.

Safety cont'd page 3



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Safety *cont'd from page 2*

- If students fail to meet the basic safety requirements of the course outline, you may want to consider that their presence in the class is unsafe and withhold participation until such time that they can satisfy the requirements.
- When appropriate discuss the availability and use of PPE (personal protective equipment) and keep a record of participants.
- Maintain an open channel of communication with your chairperson vis a vis your delivery of the safety aspects and invite the chairperson to suggest changes, should there be any.

• Should you wish to obtain Health & Safety training, make this request to your chairperson and ensure that it is recorded on your SWF. If for whatever reason the request is denied make sure it is recorded under faculty comments.

• Ask your chairperson if they require any changes to what you are doing to ensure student safety.

I hope that the above is clear and helpful to you in your everyday interaction with administrators, colleagues and students. ▼

Modified *cont'd from page 1*

The MWA provisions in the new collective agreement, *if fully implemented*, provide *less protection* than Faculty had before the workload formula was introduced in 1986. The new provisions do not even have annual maxima, but *allow the maxima to be averaged over the life of the agreement*.

So, what's wrong with a modified workload arrangement? It disregards the benefits that were hard won in negotiations 26 years ago and maintained through two subsequent strikes. It opens the door to further erosions of the workload formula in future negotiations. It is a clause in our Collective Agreement that deserves to be completely ignored and to wither from neglect. ▼



French General Strike

by Damian Wiechula

On October 18th the labour force of France went on a general strike against the government's proposed changes to the retirement age and pensions. The march in Paris was extremely well organized with support from a wide coalition of organizations including labour, political parties, social organizations and university groups. There were a surprising number of young marchers and youth organizations participating, despite the fact that they themselves are decades away from retirement. It was inspiring to see the solidarity and militancy of the protesters and the support of the crowds along the route. It was estimated that 3,500,000 protesters took part. From a spectator's point of view that was entirely possible, as the marchers filled the streets from curb to curb and it took a full four hours for the demonstration to pass by. ▼



Crossword #1 Answers

R	A	C	I	L	L	M	S	I	I	V	A	R
E	D	C		N								E
G	N	D	I	N	G	R	A	K	E	R	L	A
M	R		S			X	E					M
E	L	V		N	A	R	A					J
M			S	E	X							
				N	O	A	D	R	I	T		
A				L	R	B						E
R	O		M									R
E				L	A	T	E					
				V								
				N	G	N	A	T	E			
				N	O							
				I	L							
S	O	R	T	E	R	I	S	A	R	S		O

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Gifts that Give Twice

by Jill Edmondson



With the holidays fast approaching, many people are in shopping mode, rushing through crowds, trying to find the perfect present for so-and-so. Instead of dealing with retail rushes, and queuing to buy a pair of slippers that will never be worn, or another useless soap-on-a-rope, how about doing some socially conscious seasonal shopping? There are many ways to buy feel-good gifts online, so you can avoid mall madness all together.

If anyone on your list is a fan of astronomy, why not buy them their very own star? For \$39.95, you can buy the “Name a Star” package from the *Star Foundation* (www.spacedreamsinc.com). The package includes a plaque, a medallion and a map of constellations. Up to 25% of their profits are directed towards a number of charity partners, including the *Dream Foundation*, whose goal is to “enhance the quality of life for families and individuals battling terminal illnesses.”

If you are interested in something a little more down to earth, how about an acre of the Amazon Rainforest for someone this holiday season? For about \$80, you can buy someone an acre in the Guapi Assu reserve in Brazil. The *World Land Trust* (www.worldlandtrust.org) will send the recipient a certificate with his or her name on it, the date or occasion for the gift, and an explanation of how the funds from the sale of this land have been earmarked.

Plan Canada offers a wide spectrum of ethical gifts—from pigs and mango trees to endless harvests. If you want to give gifts that make a difference, check out the many wonderful choices (plancanada.ca/giftsofhope).

If the holiday season brings out the sweet tooth in you, perhaps you can give a socially conscious gift of honey to someone you love. *Save the Amazon Rainforest Organisation* (www.staro.org) is currently running a campaign to develop beekeeping projects in the Amazon Region. The focus of this project is on agriculturally responsible and sustainable economic growth for locals.

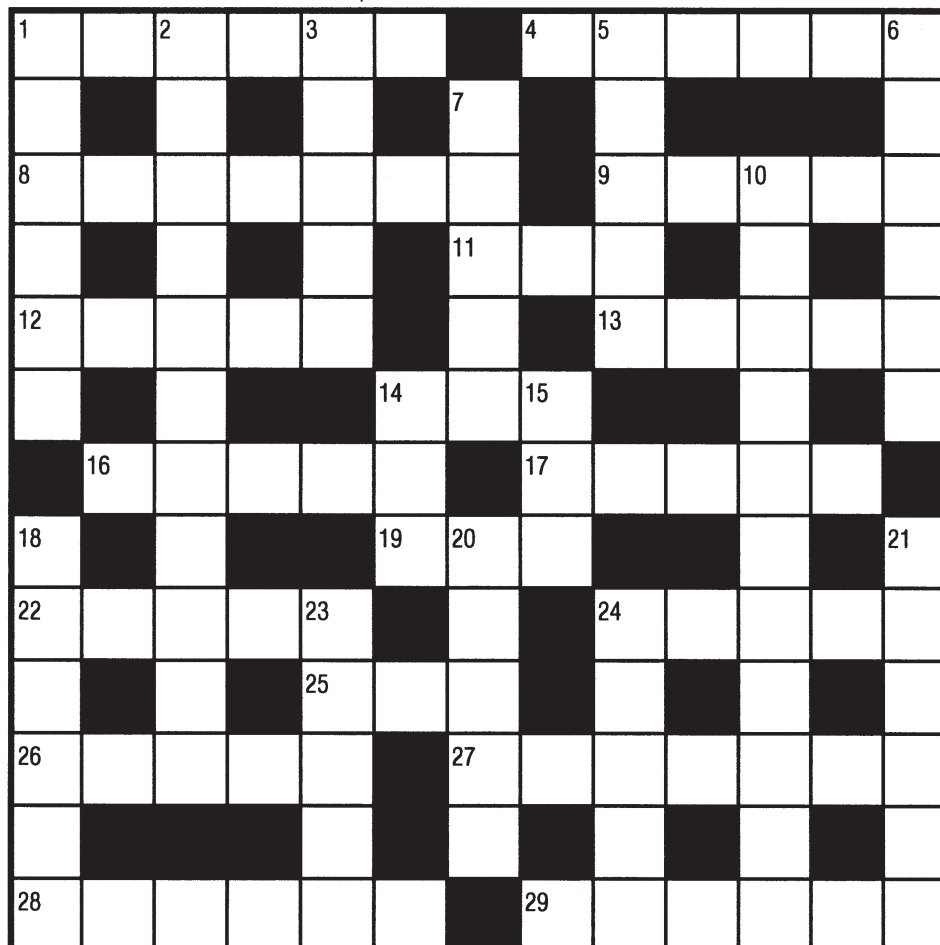
These are just a few of the many options available for feel-good gift giving. Other possibilities include giving a cow or a goat to a family in need via *Heifer International*, adopting a blue shark or a bald eagle from *Seaturtle*, or planting a tree in someone’s name with *Trees for Life*. Whatever you decide, there are myriad ways to give gifts with meaning while avoiding the crush of seasonal shoppers. Talk about feeling good while doing good!

Goodwill & Good Cheer... all at once.



The Labour Crossword #1

by freeperson, UFCW Local 1977 • (CALM)



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Please note: As this is a Canadian puzzle, Canadian spellings are used. Some clues follow “cryptic” conventions, others are straightforward.

ACROSS

- 1. Job for a CUPW member (6)
- 4. Supervisor’s refrain: “Because — — —!” (1,3,2)
- 8. Conrad Black, perhaps, or, more appropriately, Frank Stronach? (7)
- 9. Alberta union town & Canada’s Slo-Pitch Capital (5)

- 11. CAW members help keep this employer on track (3)
- 12. Beverage served by CAW members in Vancouver (5)
- 13. OFL’s Ethel LaValley is Reeve of Airy Township, Ont., a position equivalent to this (5)
- 14. In most provinces, where you can get certified (abbr.)(3)
- 16. Cuddly marsupial (5)
- 17. He wears a three-star belt! (5)
- 19. Discrimination based on this is illegal (3)

- 22. Building material for towers of Academe? (5)
- 24. Most union agreements provide for this in the event of bereavement (5)
- 25. If you have one to grind, you probably have a grievance; but if it falls, jobs could be lost! (3)
- 26. Job description for a member of BCTW or UFCW, for example (5)
- 27. Labour cannibalism (7)
- 28. March 21 is the International Day for the Elimination of this (7)
- 29. A late summer Day! (7)

DOWN

- 1. I smile about a figure of speech (6)
- 2. Euphemism for workplace free-rider laws (5,2,4)
- 3. Clean the slate (5)
- 5. Something to let off on the weekend? (5)
- 6. Cantankerous (6)
- 7. In one version, not ever (5)
- 10. A boss favourite: “Do as I —, — — — —!” (3,3,2,1,2)
- 14. Sight of famous hotel strike of 1990s, — Vegas (3)
- 15. Big — Stores from the U.S. are invading Canadian communities (3)
- 18. Resource handled by IWA members (6)
- 20. January in Cuba! (5)
- 21. It can bring unions together (6)
- 23. Tales of woolens? (5)
- 24. Renowned camera, once made in Midland, Ont. (5)

Answers on Page 3

Partial-Load Professors + Benefits

Am I a Partial-load Professor?

If you teach more than 6 and up to and including 12 hours per week on a contract basis (in day and/or night programs) you are a partial-load faculty member and are part of the OPSEU Local Bargaining Unit covered by the CAAT Academic Collective Agreement. This entitles you to employer paid health and para-professional services and allows you access to employee-paid insurance benefits, including vision, hearing, dental, pension and life insurance.

The Benefits Administrator is required to meet with you upon your hiring to review your benefit options. Unfortunately this does not always happen. Since there are important deadlines to meet, you may need to contact Doug Wolfe (ext. 4447), Benefits Manager, as soon as you are hired to ensure that you receive the appropriate forms and are enrolled for the benefits that best suit you and your dependents.

Although the College is required to enroll you automatically for Extended Health Care, please note that the default coverage is for single-person coverage. Therefore, be sure you complete the Sun Life Positive Enrolment form for Group Insurance Benefits to indicate officially your decision to participate in the available benefit entitlements, with either individual or family coverage.

Important Deadlines

Read carefully the information package provided to you by the College and respond within 31 days of being hired in any contract period to ensure you have the most advantageous coverage. For instance, if you and/or your family members have pre-existing medical conditions, you may still sign up if you do not miss the 31-day

window. Should you wait beyond the initial 31-day deadline to sign up, you will be required to submit proof of good health via a "Health Questionnaire Form" and Sun Life could determine that you may never be eligible for coverage.

Like full time employees, you also have just 31 days to make changes to your plan if there is a change in your circumstances such as marriage, divorce, birth or death.

Employer Paid Benefits

(Monthly premium is 100% employer paid)

- Extended health care, which includes varying levels of coverage for:
 - Prescription drugs (85% coverage)
 - Paramedical services (85% coverage to a maximum of \$1,500 per person per year)
 - Semi-private hospital lodging (100% coverage)
 - Some hospital and out-patient services outside Canada.

In the case of extended health care, the college is required to pay 100% of the premiums for all partial-load employees, with the exception of persons who have coverage with a spouse. The plan is voluntary for this group only. Our advice is that everyone who falls into this group who answers "no" to the question, "Is your spouse a judge?" should opt for Extended Health Benefits. There is a provision called Coordination of Benefits and the only spouses that would have a plan that would wipe out the value of having two plans to coordinate benefits, are judges. To find a definition of Coordination of Benefits, go to the 'Your Benefits' booklet supplied to you by the College.

Employee-paid Benefits

(Monthly premium is 100% employee paid)

- Vision care
- Hearing

- Dental Care
- Basic Life Insurance
- Accidental Death and Dismemberment Insurance
- Critical Illness and Catastrophic Event Insurance
- Supplementary Life Insurance
- Employee-paid Life Insurance
- Dependent Life Insurance

Waiting Periods and Bridging

There is an initial waiting period for all benefit plans (see 'Your Benefits' booklet), generally the first of the month following completion of one calendar month's employment, although the dental plan requires the completion of six months. However, if you are rehired on a partial-load contract within six months of the end of any previous contract, the waiting period is waived (Article 26.06 D of the Collective Agreement). Moreover, partial-load faculty may continue to receive benefits between contracts with the proviso that they pay 100% of their premiums during this period.

As a partial-load employee you are a member of Local 556, the Academic Bargaining Unit, and you are entitled to representation. Should you need our assistance at any time, please call us at ext 2200. ▼



Article printed in the Toronto Star: Friday November 19, 2010

Workers Bear Burden of Provincial 'Restraint'

Wage freeze imposed on public sector pays for tax cuts for rich corporations:

by Warren (Smokey) Thomas, President Ontario Public Service Employees Union

A \$35,000-A-Year Caregiver In A Nursing Home Doesn't Usually Get Much News Coverage.

She feeds our parents and grandparents. She helps them use the bathroom. She tries to enrich their final years. Sometimes she holds their hands as they die.

None of this makes the news. It's behind the scenes, where most working people spend their days. But these days, if an arbitrator says a caregiver's wages should keep up with inflation, suddenly she's on the front page.

Under Dalton McGuinty's wage-freeze plan, our caregiver is supposed to take a two-year pay cut equal to the rate of inflation. At the normal rate, that adds up to 4 per cent, or about \$1,400 a year. (This year, the cut is even bigger because of HST inflation.)

The premier says he "just can't believe" a lab technologist who is trained to diagnose 45 types of cancer doesn't want to take a pay cut. Maybe he needs to look through the microscope and see what his wage "freeze" is really all about. McGuinty says cuts in real wages will protect services, save jobs and pay down the deficit. Sounds good—too bad it's not true. The fact is, none of the money workers lose will go to any of these things. All of it is going somewhere else. When fully

phased in, the savings from the wage freeze could reach \$1.8 billion a year.

Where is it really going?

It's going to fund the premier's \$2.4 billion-a-year cut to the corporate income tax rate.

Every single dollar workers lose through the wage freeze will go to the profits of companies like Royal Bank of Canada, Rogers and Imperial Oil. That's what my members can't stand.

The premier says Ontario needs corporate tax cuts. He says they will create jobs.

This mantra from the Mike Harris days has only one purpose: to conceal a massive transfer of wealth from the pockets of the working people to the bonuses of CEOs. The facts about corporate tax cuts don't fit Dalton's version.

In its 2010 Competitive Alternatives study, KPMG said Canada's "total tax index" was the second lowest among 10 competitor countries. Toronto had lower taxes for business than all U.S. and European cities studied.

Between Parliament Hill and Queen's Park, we've had 10 years of corporate income tax cuts in Ontario. In theory, this should have boosted investment. In fact, the rate of investment has actually gone down.

In its 2010 budget, the federal government ranked cuts to corporate income taxes as the worst way to stimulate job creation.

Federal economists said every dollar spent on these no-strings-attached

corporate income tax cuts creates just 30 cents' worth of economic activity. In contrast, "measures to help low-income people and the unemployed" boost the economy by \$1.70—more than five times as much. Spending on infrastructure and public services ranked nearly as high.

The best path to a strong Ontario is to put money into the pockets of working people. It is to put money into child care and transit and post-secondary education. It is to feed and house people who can't find work.

It is not to impose a wage freeze.

Arbitrators make the decision they do because they know governments make choices.

We are not in an "era of fiscal restraint," as the premier claims. Instead, we are in an era of restraint for working people and lavish gifts for corporations.

In 2009, the Big Six banks paid out \$8 billion in bonuses and \$14 billion in profits.

Can you blame a cleaner in a hospital for being angry when his family is being told to tighten their belts while bankers party?

The problem in Ontario today is not that some arbitrators are ignoring Dalton McGuinty's wage freeze. The problem is that the wage freeze itself is arbitrary, unfair and a step backward for local economies.

As working people, my members are always ready to talk about ways to protect public services and save jobs. But our families can't afford to donate their wages to fund corporate profits. ▼

Zero % and Zero %

by Damian Wiechula

Dwight Duncan, the Ontario Minister of Finance has stated that any new public sector labour agreements will have 0% and 0% wage increases for the next two years. Those contracts that expire in the next two years will also face 0% and 0% raises for the first two years of their renewed contracts. The Colleges fall into the latter category. At first blush, it looks as if there are no raises in our immediate future. However when negotiations reach a stalemate, when Faculty reject the colleges' offer and support strike action, the outstanding issues are forwarded to arbitration. Recent arbitrated wage settlements have ignored the government's directive and awarded pay raises, generally in the 2% plus range.

Arbitrators Keller, Teplitsky and Jessen have all recently defied the government's zero-zero directive and awarded salary increases. They all stated that the government has not passed legislation to enforce their zero-zero directive and so the government has only hoped for that outcome in negotiations. Until the government passes legislation, which they

have said they are not going to do, then the bargaining process continues as usual, except that there will be increased efforts at the negotiating table by management to hold wages to 0% and 0%.

Having said that, several negotiated settlements have skirted the zero-zero directive with a wink and a nod. The OPP receive a 5% increase Jan1/11 then two years at 0% and 0% followed by a clause that raises their salary to that of the highest paid police force in Ontario at the end of the contract.

The Northern School Board received a 3½ % salary increase then two years of 0% and 0% plus a \$9000 signing bonus.

In the last round of negotiations Faculty narrowly voted to accept management's offer with its 1.75%, 2% and 2% wage increases. This low wage increase at this time has resulted in our moving closer to High School salaries and farther away from University Salaries. This is despite the fact that we increasingly teach subjects at the University level and the College is increasingly looking for

qualifications comparable to those of University professors.

Early in the 2011 academic year we will enter into a series of demand setting meetings in preparation for contract renewal negotiations beginning in early 2012—just over a year away. Now is the time to start thinking about what our wage demands should be. The financial consequences of not keeping pace with our comparator groups or inflation can have huge long-term impacts on career earnings and on post-employment pension. Income has a profound impact on the quality of life, both during your working years and in your retirement. New, young employees are particularly disadvantaged by low wage settlements as a loss in base salary now has a cumulative impact on future levels of compensation, especially when projected forward over a 30 year career. ▼



GBC's 19th Annual Labour Fair

"Debt, Jobs, Wages: Working on a Tightrope"

March 21 – March 25, 2011

Book your speaker now! (Deadline: Monday Jan 10, 2011)

To arrange a speaker from the labour movement for your class(es) please fill out the form (available at the link below, or call JP Hornick ext. 3531 for a hard copy).

Return it before Monday, Jan. 10, 2011 (or sooner if possible) by email, fax or inter-campus mail to:

JP Hornick, School of Labour, St. James • Phone x 3531 • Fax 416-415-2646

Email jphornic@georgebrown.ca

For a web version of this form, go to: <http://www.georgebrown.ca/schooloflabour/lab-fair.aspx>

Your Students Could Win \$500! Full-time or part-time students can enter the Labour Fair Poster Design Contest. Deadline: Monday, Jan. 24, 2011 (before 3:30 p.m.) For more info:

JP Hornick, School of Labour, St. James • Phone x 3531 • Email jphornic@georgebrown.ca

Check our website for past winning posters:

<http://www.georgebrown.ca/schooloflabour/lab-fair.aspx>

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