

Examiner

Fall 2022



COLLEGE
FACULTY

Local 240

Welcome back!



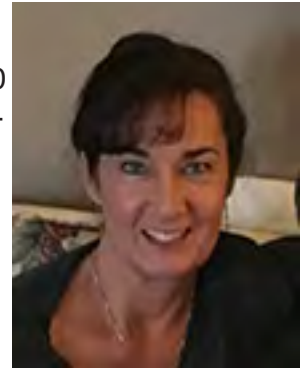
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Prez Sez

by Heather Giardine-Tuck, President, OPSEU Local 240



Welcome to our 2022/23 academic year, Local 240 Colleagues!

Last year was certainly full of challenges with the relentless waves of COVID and the tensions and labour action of collective bargaining, that continued right up to the 11th hour on St. Patrick's Day. On top of this, there were the usual stresses of teaching and supporting our students during such a difficult time.

This year, I am happy to report, is certainly starting off far better! September Start Up is well underway, despite some unexpected enrollment increases which really tested our ability to make order out of chaos! On September 9th, we received the welcome announcement that our contract arbitration had occurred and that we can expect a new Collective Agreement from Arbitrator Kaplan shortly. We have also seen what so far appears to be (touch wood!), a smooth transition back to campus life for the faculty who have returned and for our students.

It has been so wonderful seeing students back in the halls, experiencing college life. Having the opportunity to actually see each other again, and to meet in person those who joined us during the pandemic, has been fabulous. The new world of work has also given us a greater degree of flexibility, so finding that tricky work/life balance is perhaps not as elusive as it once was. Here's to things continuing in a positive, healthy direction.

As you may recall, JP Hornick, the former chair of our CAAT-A Bargaining Team, was elected to the role of OPSEU President at our OPSEU Convention in April 2022. This is the first time since OPSEU's inception in 1975, as the successor of the Civil Service Association of Ontario, founded in 1911, that a CAAT-A member has become the President. We wish JP continued success in her role.

On the local front, your Local 240 Officers are in the final stages of staffing grievance meetings with College management. Stay tuned for more full time postings to come! We will also be resuming our monthly VPA meetings now that Cebert Adamson is in

the role. In solidarity, we have been meeting with our Local 241 colleagues to support each other and address the issues we are facing. Finally, your Local 240 Officers are planning to continue our regular outreach meetings this year with faculty Coordinators, Non-Teaching Faculty, and any other departments who wish to meet. It is always great to get together to hear what is happening in your areas and to develop strategies for improving our work lives.

Wishing all of our Partial Load faculty, Librarians, Counsellors, Non-Teaching faculty, Professors and Instructors a fabulous fall! We hope to see you at the inaugural Local 240 Awards Banquet on October 17th for an evening of recognition, rekindling friendships, good food, and fun.

Take care, stay well, and know your Local 240 Officers and Stewards are here for you,

Heather

GENERAL MEMBERSHIP MEETING - NOVEMBER 14

There will be a Local 240 general membership meeting (GMM) on Monday, November 14, from 4:30pm to 6:30pm. The meeting room on campus is TBA.

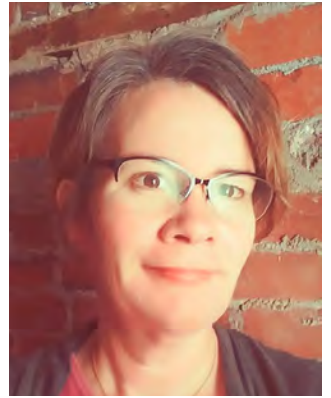
At the GMM we will be providing updates and discussing several issues of importance to our members. We will also be seeking your input and feedback - your presence and voice are important!

The GMM will be hybrid, with in-person attendance in our on-campus meeting room and virtual attendance via Zoom. **There will be free food at the meeting and free parking for members who attend the GMM in the P8 Parking lot.**

Please watch for the meeting invite and participation instructions via your non-college email!

Partial-Load Professors are not Volunteers

Incomplete and Academic-Appeal Work ought to be Paid



When it comes to partial load (PL) teaching contracts, Mohawk College wants to have its cake and eat it too. When it suits them, management abides by Collective Agreement (CA) article 26.02 A, ensuring PL professors get paid for their teaching contact hours (TCHs) and nothing more. However, when it doesn't suit them, the College claims that PL contracts cover everything *and* the kitchen sink, including preparation, evaluation, and teaching, but also incomplete grades (I-grades) and academic appeals. This situation can become particularly egregious at a semester's end, at which time PL faculty literally get locked out of the College when their contracts end. Despite this, some managers expect PL faculty to continue to work on student appeals or incompletes, even though this work occurs past the end of their contract. **Local 240's position is that PL professors are not volunteers, and they ought to be paid for any work that falls outside of their contracts in either lump sum payments or on an hour-for-hour basis.**

In May 2022, Local 240 raised the issue of PL faculty doing unpaid work by arranging I-grades for students and responding to academic appeals after the semester had ended. Both of these situations require a lot of extra work outside the boundaries of a traditional PL contract. Also, they are both difficult situations for which to plan, so it is impossible to predict for faculty or for ADs if and when this work will occur. That said, PL faculty are not volunteers, and the work they do after their contracts end ought to be acknowledged and paid fairly.

Unfortunately, the College has continued to insist that this work is included in the PL teaching contracts even when Local 240 pointed out the untenable and illogical position the employer had taken. To illustrate, last spring some PL professors received requests from their ADs to handle I-grades and academic appeals as unpaid work, with no summer contract and nothing

by Rebecca Mills, Chief Steward, OPSEU Local 240

guaranteed for fall 2022 either. Even worse, because their contracts were over, their One cards had ceased to function—they were locked out. The hypocrisy of directing PL professors to do unpaid work, with no offer (in some cases) of future work, whilst simultaneously locking them out, was not lost on the PL faculty or Local 240. In this matter, the College reached a new low in its exploitation of its most precarious employees.

Thus, Local 240 has a suggestion for PL faculty: don't volunteer your labour for free. If you award I-grades or have academic appeals that continue past the end of your contract, either negotiate to get paid or request that a full-time (FT) professor take over.

1. Negotiate with your AD for extra pay: Although the College won't yet offer blanket lump-sum payments for this work, according to HR, ADs do have flexibility and are authorized to pay PL faculty if there are "a lot" of I-grades or academic appeals. However, there is no specific definition of "a lot," and PL professors must self-advocate and negotiate this extra pay. In addition, this extra pay must be approved by HR before the work is done. If PL professors do go this route, they should have a good idea of how much time the process will take and request it from the AD before they start. Local 240 has suggested the ½-day rate for every Level-1 appeal, and a full-day rate for every Level-2 appeal, although every situation is unique. I-grades could be negotiated either hour-by-hour or by the day rate depending on the complexity of each case. Finally, Local 240 suggests that PL professors negotiate to get paid for all I-grades and academic appeals.

2. Ask the AD to assign the work to a FT professor: Although it is arguably in the student's best

interest to finish off a course via an I-grade or go through an academic appeal with the professor who taught them, PL faculty who are refused payment for this work can request that it be assigned to a FT faculty member. To give a specific example, in the past in the Communication Department, coordinators have taken on the work of I-grades (I did this last winter), especially when PL faculty don't have a contract for the following semester. Academic appeals might be more complicated, but with a debriefing, a FT professor can certainly take over.

Unfortunately, many PL faculty end up doing this work as volunteers because they want to do what is best for their students, and they fear reprisal from their ADs if they don't. They also want to be team players, espe-

cially if a full-time position seems to be on the horizon in their department. Please know that Local 240 will support all PL faculty asking to be compensated for this overtime work. In the meantime, Local 240 will keep pushing the College to recognize and compensate this work fairly as a matter of standard practice so that PL faculty aren't left to the whims of their respective ADs. **If you have any questions about how to handle I-grades or academic appeals, please reach out to your Local 240 steward or to opseu240@gmail.com.**

References

Academic Employees Collective Agreement. Ontario Colleges of Applied Arts and Technology. The College Employer Council-OPSEU. (2017-2021).

Labour Day 2022!

pictures by Rebecca Mills and Kevin MacKay





Local 240 was out in force for Hamilton's 2022 Labour Day Parade. After two years of modified Labour Day celebrations due to COVID, it was incredible to once more be marching through the streets of downtown Hamilton with thousands of brothers, sisters, and comrades from the labour movement.

The march ended up at Bayfront Park, where a BBQ, live music, beer garden and bouncy castle (for the kids! 😊) kept the celebration going. If you'd like to spend a great afternoon with friends and family, consider attending next year's Labour Day parade and joining your Local 240 colleagues for this time-honoured tradition.



OPSEU Local 240

Faculty Awards Banquet

Monday, October 17
5:30pm to 8pm

The Arnold Centre,
Mohawk College Fennell Campus



by Kevin MacKay, Vice President, OPSEU Local 240



A few years back I had the great pleasure of visiting each of Ontario's 24 Colleges of Applied Arts and Technology. This cross-province trek was in preparation for writing the 2014 *Report on Education in Ontario Colleges*. My visits were focused on the challenges affecting faculty's

ability to deliver high-quality education. As such, most of the meetings were business-like and a bit of a downer. College classrooms being bled of resources through neoliberal austerity isn't exactly fuel for light-hearted banter. Despite this fact, at each college my attention was also drawn to a far different and more hopeful phenomenon - the creativity, compassion, and commitment of our faculty colleagues.

No matter which College I was at, I was struck by the many ways in which faculty are innovating and displaying a deep investment in their teaching, support of students, and academic work. Province-wide, faculty are pushing the boundaries of effective teaching, conducting groundbreaking research, and producing novels, textbooks, original artworks, new industrial pro-

cesses, new models of student support, and countless other academic endeavours. Clearly we are consummate professionals. We are also engaged in our communities and actively working to make a difference, both on campus and off. All in all, a pretty impressive bunch.

When I returned home to Mohawk from my provincial tour, I saw the same professionalism and commitment to excellence in our own faculty that I had seen in our sister colleges. This made me realize that it is important to recognize this work and to raise the profile of the people doing it. Our employer does some of this recognition, and this is welcome. However, there is much that faculty do that goes unnoticed and unacknowledged by Mohawk, despite the work's obvious merit. Given this, ***the time is ripe for faculty to acknowledge the professionalism and excellence of our peers.***

It is with this goal in mind that we are inviting all Mohawk College faculty to join their colleagues in our first annual **Local 240 Awards Banquet**. Seven awards will be given to celebrate excellence in teaching, non-teaching work, research, other academic work, and community engagement. One award will be given to acknowledge the activism of a member of the greater Hamilton community, and one award will be given

to a Mohawk College student who shows leadership in working for positive change.

The banquet will include a free dinner and a cash bar. We will also be recognizing newly hired and newly retired faculty during the evening.

The Banquet is free for all full time and partial load faculty to attend, but we are asking attendees to please register through EventBrite to help us track numbers.

<https://www.eventbrite.com/e/opseu-local-240-faculty-awards-banquet-tickets-415520130897>

The awards categories include:

Faculty Awards

1. *Excellence in Full-Time Teaching Award* – awarded to a full-time teaching professor
2. *Excellence in Partial Load Teaching Award* – awarded to a partial load teaching professor
3. *Excellence in Non-Teaching Faculty Work* – awarded to a full-time non-teaching faculty member
4. *Excellence in Research Award* – awarded to a faculty member engaged in research
5. *Excellence in Academic Work Award* – awarded to a faculty member based on academic work apart from research (i.e. publications, inventions, original creative works, etc.)
6. *Community Engagement Award* – awarded to a faculty member for their commitment to community engagement and activism
7. *Union Activist Award* – awarded to a faculty member for their commitment to activism within OPSEU Local 240

External Awards

1. *Community Solidarity Award* - awarded to a Hamilton community member for outstanding community service and engagement
2. *Change-Maker Award* – awarded to a Mohawk College student who shows leadership in making positive change

Nomination and Award Process

- Any full-time or partial load faculty member can nominate or be nominated for awards. Any currently enrolled Mohawk College student is eligible for the *Change-Maker Award*, and any member of the greater Hamilton community is eligible for the *Community Solidarity Award*. On September 8 a call for nominations went out via the Local 240 email list. Nominations will remain open until September 23.
- On September 26, a list of nominees for all categories will be posted on the OPSEU 240 web site.
- An Awards Committee will consider the nominations and decide on winners. The committee is comprised of one member from the Local officers, one Local steward, and three faculty from among the general membership. The five committee members cover a wide range of academic areas.
- Winners will be announced and awards presented at the October 17 banquet at the Arnold Centre.
- When nominating a colleague, the nominator should write a short summary about why they are recommending their colleague for an award. Nominations for the *Excellence in Research* and *Excellence in Academic Work* awards should also include a link to the nominee's work, if available.
- Nominations should be emailed to:
kevin@skydragon.org

JOIN THE LOCAL 240 POLITICAL ACTION COMMITTEE (PAC)!

Come join with faculty seeking to make a bigger difference in our community! The PAC meets virtually a couple of times a semester, and we are always looking for new members to get involved. If you'd like more information, please contact PAC Chair Kevin MacKay at: **kevin@skydragon.org**

OPSEU Local 240 Mohawk College Faculty Area Stewards: September 1, 2022 - August 31, 2024

AREA	STEWARD	Campus & Phone Ext 905.575.1212
Architectural, Civil, Urban, Planning, Math	Vacancy	
Aviation	Paul Sprentz	Airport paul.sprentz@mohawkcollege.ca
Business Management Studies	Robert Soulliere	Fennell x3936 robert.soulliere@mohawkcollege.ca
Business Office Administration and Business Graduate Studies Programs	Gaspare Bonomo	Fennell x3193 gaspare.bonomo@mohawkcollege.ca
Chemical & Mechanical Technology Programs	Greg Emery	Fennell x3125 gregory.emery@mohawkcollege.ca
Partial Load: Fennell Campus	Jamshed Nisar (Jimmy)	Fennell x4978 jamshedjimmy.ahmad-nisa@mohawkcollege.ca
Computer Science Technology	Sam Scott	Fennell x3029 sam.scott1@mohawkcollege.ca
Electro-technology Programs	Vijay Khatri	Fennell x3572 vijay.khatri@mohawkcollege.ca
Social Service Work and Community Studies	Heather Giardine-Tuck	Fennell x4065 heather.giardine-tuck@mohawkcollege.ca
Social Service Work and Community Studies	Shelley Rempel	Fennell x3825 shelley.rempel@mohawkcollege.ca
Liberal Studies and Music	Kevin MacKay	Fennell x3364 kevin.mackay@mohawkcollege.ca
Liberal Studies and Music	Dan Popowich	Fennell x3690 dan.popowich@mohawkcollege.ca
Justice Studies; Paralegal	Steve Cook	Fennell x3397 steve.cook@mohawkcollege.ca
Health, Wellness & Fitness; RMT; Recreation Therapy; Health Studies	Dan MacLennan	Fennell x3641 dan.maclennan@mohawkcollege.ca
Communication, EAP, LINC, Academic Upgrading, DEP	John Corr	Fennell 4035 john.corr@mohawkcollege.ca
Library, Counseling & Accessibility, CTLR, Int'l	Kasey Waddell	Fennell x3778 kasey.waddell@mohawkcollege.ca
Media & Entertainment Studies, Graphics and Design	Patrick Hanson	Fennell x3175 patrick.hanson@mohawkcollege.ca
CVT, OTA-PTA, Pharm Tech, CHC	Michael Chan	IAHS x6180 michael.chan4@mohawkcollege.ca
Nursing: Bachelor of Science in Nursing BScN, Practical Nursing, Personal Support Worker	Cheryl Morrow	IAHS x4905 cheryl.morrow@mohawkcollege.ca
Med/Rad/Science	Caryn Schaefer	IAHS caryn.schaefer@mohawkcollege.ca
Partial Load: IAHS	Andrea Christmas	IAHS 905.730.2669 andrea.christmas@mohawkcollege.ca
Partial Load: Fennell Campus	Rebecca Mills	Fennell x4186 rebecca.mills@mohawkcollege.ca
Skilled Trades: Transportation & Industrial, Apprenticeship, Construction, Electrical, Fuels & Green Tech	Justin Decosemo	Stoney Creek x5669 justin.decosemo@mohawkcollege.ca

Skilled Trades: Transportation & Industrial (FF)	Vacancy	
	TRUSTEES/AUDITORS	
	Carol Tristani & Cornel Fulop	Fennell
Union Office		A006 x3468

Local 240 Office Hours

Airport Campus and IAHS Campus - By appointment/as needed

Fennell Campus (Room A006) - Wednesdays 12-2pm

Stoney Creek Campus (in Tim Horton's/Main Lobby area) - Tuesdays 9-11am

If you are not available to see us during these times, please call during office hours 905-575-1212 x3468 or email opseu240@gmail.com

Meet Your New Stewards!



John Corr works in the department of Communication and Global Studies. He first taught at Mohawk College in 2006. After working at universities around Southern Ontario, he returned to teach at Mohawk in 2016 and became full-time faculty in 2018. For fun, John trains in the martial arts aikido and jodo. These martial arts inspired his first novel, *Eight Times Up*, published with Orca Books in 2019. If he can get more than five minutes of marking time per assignment built into his .SWE, he may even write a second book one day.



Jamshed (Jimmy) Nisar is a new Partial-Load (PL) professor and Steward for the Fennell Campus. He has been a PL Professor in the Chemical Engineering & Biotechnology Department at Mohawk College since 2011. He has also been an award-winning sessional faculty member in the B-Tech Program at McMaster University since 2014. Before that, Professor Nisar taught at universities in Pakistan where he earned his Master of Science Degree in Chemistry and worked in industry as a lab chemist. Local 240 wants to welcome him to the team.

Local 240 would also like to extend a warm welcome to our other new stewards: **Greg Emery**, representing Chemical & Mechanical Technology Programs; and **Justin Decosemo**, representing Skilled Trades: Transportation & Industrial, Apprenticeship, Construction, Electrical, and Fuels & Green Tech.