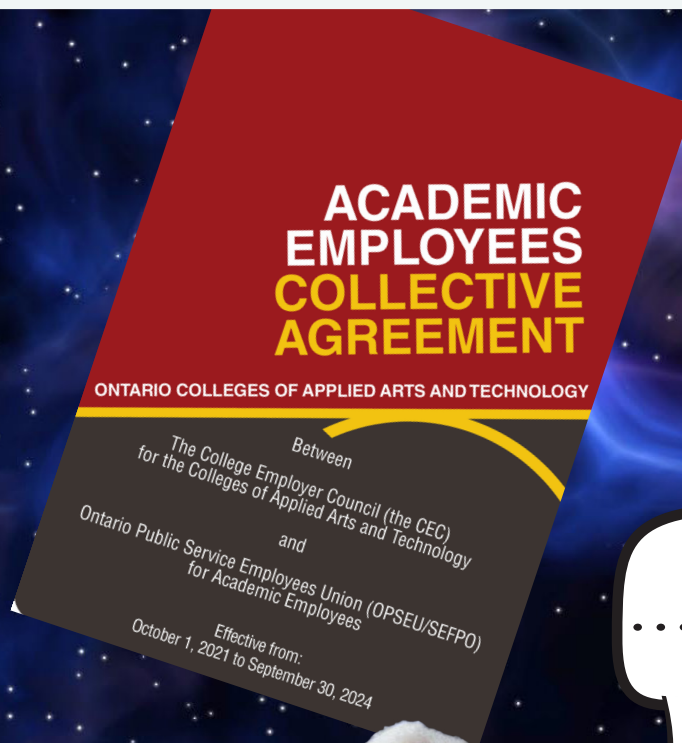


Examiner

Winter 2024


**COLLEGE
FACULTY**
Local 240



Wow! I
can't believe
it's our new
Collective Agreement!
That seemed like a
Neverending round of
negotiations...

...Right!?

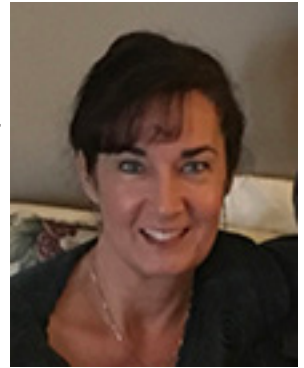


In This Issue

Partial Load Are Not Volunteers Local 240 Office Space Survey It's Bargaining Time Again! Local Demand Setting Meeting ... and more!

Prez Sez

by Heather Giardine-Tuck, President, OPSEU Local 240



Dear Local 240 Colleagues,

Our 2021 round of bargaining is finally in the books! You can find the new Collective Agreement (CA) on the opseu240.ca website, and you can also add your personal email to receive Local 240 messages (under the Members tab, scroll down to Email Registration).

With our next round of bargaining underway, it is great that so many faculty took the time to complete the Workload Task Force and Demand Setting surveys. This information is very important for bargaining, as we seek to improve our working conditions. We look forward to seeing you at the Demand Setting Meeting on Monday, February 12th where our Local 240 demands will be shared and ranked.

With thanks to our colleague, Jack Urowitz, President of Local 244 at Sheridan College, the following history is shared as a reminder of the gains we have made through collective bargaining and our strength when we stand together in solidarity.

Wishing you a smooth semester!
Heather

Some History

The first three teacher/management agreements (1969 through 1976) were not even called College Collective Bargaining Agreements (CCBA); they were Memoranda of Agreements between the Ontario Council of Regents for Colleges and the Civil Service Association of Ontario. The next three Collective Bargaining Agreements (1977 through 1984) were actually dictated by the Council of Regents.

It wasn't until the strike of 1984 that we had any semblance of the Workload Articles that protect us today. Before that, teachers were regularly assigned 19-20 Teaching Contact Hours a week with no limits on class size or types of evaluation. With classes of one or two hours, a teacher could be teaching nine or more classes a week. The first Ontario College Faculty strike gave us the Standard Workload Form (SWF) and lowered the 700 annual teaching contact hours to 648. The SWF

finally accounted for the prep, evaluation, and complementary functions that accompany teaching.

The labour action of 1989 gave us the Teplitzky commissioned, Dr. William Marcotte chaired, *Wages and Benefits Task Force*. The Task Force findings put the college Faculty salary maximum between the highest secondary school maximum and the lowest ceiling of Ontario university professors. Before that, teaching secondary school was often more lucrative than teaching college. It was the strike of 1989 that placed us between those comparators.

The labour action of 2017 produced the Partial-Load (PL) Registry, which gave our contract faculty colleagues seniority rights and job security. And, amongst other small gains, that work stoppage gave the system our first Article on Academic Freedom (AF). A minority of professors were against going on strike, but well over ninety-five percent of faculty voted to continue the strike after four weeks to win those concessions, because it was clear that the College Employer Council (CEC) was bargaining in bad faith. It was the strike of 2017 that won us those new PL and AF initiatives on which we can now build and improve.

The labour action of 2021 improved the PL protections, and with the subsequent Union Legislative Challenge to Bill 124, ultimately gave us a long overdue 9.5% pay increase. The new Work To Rule labour action strategy of 2021-22 won us those increases.

The point is, when we come together and give our Bargaining Team a strong positive vote to take labour action, that is, by giving our Team a Strike Mandate, *we win*. Management concessions that bring our working conditions and remuneration closer to the reality in which we work and live are only realized when a solid majority of Faculty stand in solidarity. The CEC will not concede any labour gains unless we give our Bargaining Team a Strike (or Work To Rule) Mandate.

More on that as Bargaining 2024 progresses.

Bargaining is Over! ... it's Bargaining Time Again!

This week we got the welcome news that our 2021-24 Academic Employees Collective Agreement (CA) was finally signed and made available in electronic format. You can access the new CA [here](#).

Signing of the CA marks the end of an unusually long round of bargaining. Negotiations were extended first through the historic, province-wide faculty Work to Rule (WTR) campaign, then by contract arbitration with William Kaplan, and finally by the legal defeat of Doug Ford's Bill 124, which had limited public sector compensation to 1% increases over three years. With Bill 124 no longer in force, the OPSEU-SEFPO Colleges of Applied Arts and Technology - Academic (CAAT-A) bargaining team once more sat down with the College Employer Council (CEC) to negotiate wage and benefits increases.

All told, the very long round of contract negotiations resulted in important gains for faculty in several areas:

- greater wage increases than we have won in over a decade
- substantial benefits increases
- new language on indigenization and the crediting of indigenous knowledge
- new language on equity
- improvements to partial load seniority and job security
- improvement of the counselor class definition
- a joint taskforce to look at college faculty workloads

2024 Bargaining Timeline

Although our 2021 negotiations just wrapped up, college faculty are once more heading to the bargaining table. The process began last fall, when in October, the college-sector Divisional Executive of OPSEU-SEFPO (DivEx) held a Prebargaining Conference where delegates from all 24 colleges elected our bargaining team of seven members. Ravi Ramkissoonsingh was selected as Chair for the 2024 team.

The bargaining team then sent a provincial demand setting survey to all faculty members throughout the

by **Kevin MacKay**, Vice President, OPSEU Local 240

college system to gauge people's interest in various issues. You should have received this survey from Local 240, sent to your personal email address. The survey closed at the end of January and the results will be used to inform the local demand-setting process.



At the same time as the bargaining survey was circulating, the Workload Task Force also sent a survey to faculty to ask questions about the time we spend on prep, teaching, marking, and complementary functions. The WTF survey results will be included in a report that will be produced in the next few months. This report will inform faculty demands concerning workload.

On February 12th, Local 240 will hold its Local Demand Setting Meeting. This meeting will be in hybrid format, from 4:30pm to 6:30pm. Fennell Campus room A207 has been booked for in-person attendees, and a Zoom meeting has also been set up for online attendees. A special notice for the Local Demand Setting Meeting appears on page five of this Examiner, with all of the details and links included. Local demand setting is where you and your colleagues can help decide what items will be brought forward at the bargaining table.

On March 22-23, delegates from all 24 college locals will convene in Toronto for the Final Demand Setting Meeting. At this meeting demands from every local will be debated and ranked, giving the bargaining team a clear sense of faculty priorities in this round of negotiations. July 2 is the first day that either the CEC or OPSEU-SEFPO can give notice to bargain and start the negotiation process. Our current agreement expires on September 30th.

The Local 240 executive and the CAAT-A bargaining team will be keeping you updated as the bargaining process unfolds. Please keep an eye out for communications, and don't hesitate to [contact us](#) if you have any questions!

Partial Load Professors and Instructors are *Not* Volunteers

Empowering Partial Load Faculty at Mohawk

In the September 2022 Examiner, I wrote an article entitled “Partial-Load (PL) Professors are not Volunteers: Incomplete- and Academic-Appeal Work ought to be Paid” (Mills, 2022). Not much has changed since then, but Local 240’s position is steadfast: PL faculty are professionals who should not be expected to volunteer their time at work, especially if the scope of their work falls outside or exceeds the boundaries of their basic contracts. Local 240 also continues to advocate for PL faculty to get paid for all of their work.

In 2024, the pressure on PL faculty is snowballing. They have to cope with ever increasing class sizes, which typically cause more student communication, more marking, more accommodations, more behavioural issues, more appeals, and the list could go on. Unlike full-time (FT) faculty who have the SWF to document their workloads (which has to account for preparation, evaluation, and student numbers), PL faculty have no such guardrails. They get paid the same for a course regardless of the student numbers.

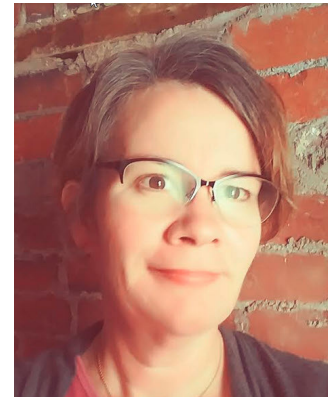
To give a specific example, in Communication & Global Studies Department last fall, the cap of 35 for COMM 11000 was raised to 45 due to a surge in enrollment. For PL faculty with three sections (12 hours) that meant they had an extra 30 students, practically an entire extra section. However, they still got paid the same amount of money for 135 students as they would have gotten for 105 students, a daunting and demoralizing situation given the amount of writing and marking that takes place in that course. Across the college, similarly unfair scenarios play out regularly. Unfortunately, to protect PL faculty from this continued mistreatment, this situation will need to be addressed through bargaining.

What is paid for PL faculty

When it comes to PL teaching contracts, CA 26.02 A is very clear, “A partial-load employee shall not receive salary or vacations but shall be paid for the performance of each teaching contact hour [TCH].” PL

by **Rebecca Mills**, Chief Steward, OPSEU Local 240

contracts also typically indicate that the hourly teaching rate includes routine course preparation, out-of-class student assistance, marking, and administrative tasks. That is it.



PL faculty are also sometimes paid to coordinate or to develop curriculum, but this typically gets offered in a separate lump-sum contract, and even then, these contracts don’t usually reflect the hours needed to complete the tasks involved. Finally, occasionally, ADs will pay for important meetings and training at the meeting rate, but these situations are the exception, not the norm.

What is not paid for PL faculty

Unless they negotiate with their Associate Deans (ADs) in advance, PL faculty do not get paid for the work associated with orientations, open houses, meetings, academic appeals, incomplete grades, excessive academic-integrity breaches, large numbers of accommodations, professional development, reading week, etc. As mentioned above, they also don’t get any extra pay if an AD decides to expand their class-enrollment caps, or if there are extenuating behavioural issues in a class, something that has become increasingly common. PL faculty don’t have the protection of the SWF to govern their work. In addition, for incompletes and appeals, much of this work happens outside the dates of their contracts. Until this problem gets solved through bargaining, Local 240 has some suggestions for PL faculty...

What can PL do about excessive work?

1. Don’t be afraid to ask for more money.

2. Notify your AD in writing as soon as possible (not coordinators or support staff).
3. Track your time.
4. Request to be paid for the extra work (meetings, orientations, and open houses, excessive marking/accommodations, whatever it is). PL faculty make a huge contribution to the college, so having them at these events is critical. And having an excessive number of students, above and beyond an enrollment cap, ought to be compensated fairly.
5. Reduce the number of assignments if marking is the issue and overtime pay is refused.

What about work after your contract has ended?

1. Notify your AD in writing as soon as possible about incompletes or academic appeals.
2. Estimate how much time you will need to complete the over-time work on an hour-for-hour basis.
3. Request to be paid for this extra work as a matter of practice.
4. Respectfully decline to do the work without adequate compensation.
5. Know there is precedence. PL faculty have been paid for this work, albeit in a piecemeal fashion. As I noted in my earlier article, “ADs do have flexibility and are authorized to pay PL faculty if there are “a lot” of I-grades or academic appeals” (Mills, 2022). However, it is important to negotiate this payment before PL faculty complete this extra work.
6. Know the different types of hourly rates: PL teaching contact rates are calculated upon hiring using a formula that considers both education and experience. Moving up that grid involves accumulating seniority units (CA 26.10 B). However, the meeting rate for non-teaching activities is different. At the moment, the hourly meeting rate is \$25.71, the half-day rate is \$90, and the full-day rate is \$180. This meeting rate is what is used for meetings, open houses, training, incompletes, and academic appeals, etc.
7. Request a FT professor take over if your contract

has finished and/or if an AD refuses to pay you for the extra work.

8. Don't let the notion of a potential FT job on the horizon influence you into giving your labour away for free.
9. Value yourself and your time which ought to be compensated fully.

What about the students?

PL faculty are incredibly committed to their students, so they often work overtime without compensation to support student success, by attending promotion meetings, showing up for open houses, facilitating I-grades for struggling students, etc. There was a \$12 million-dollar surplus in 2023, so the college has money. If Mohawk College continues to refuse to pay PL faculty for all of their work, the message it sends to everyone is that front-line workers and the students they serve are not a priority. PL working conditions are student learning conditions. When PL are paid fairly for all of their work, the students benefit, too.

What can FT faculty do?

Many FT faculty were PL at one point in their career, so Local 240 invites them to show solidarity with the precarious professoriate at Mohawk College. Don't invite PL faculty to promotion meetings, orientations, open houses, etc., unless they get paid. Also, ask the AD to pay them if there are meetings: in short, advocate for them. Help to normalize paying PL faculty for all of their work, not just their TCHes.

PL Work is Not Volunteer Work

Local 240 has a message for PL faculty: *Don't give your labour away for free*. If PL faculty have I-grades, academic appeals, excessive student numbers, or extreme amounts of academic-integrity breaches, etc., ask the AD to be paid over and above the original contract or request that a full-time (FT) professor be assigned the work instead. ADs sometimes insinuate that being a team player by doing the free overtime won't be forgotten when a FT job is posted. However, the truth is that each FT job position is a competition.

In addition, PL faculty can't be denied future work

if they make these types of requests because Article 26 governs how teaching is assigned to registered PL faculty. If there is a need, work is assigned based on seniority (which is course-based) (CA 26.10 E). CAAT-A went on strike for five weeks in 2017 to gain the protections of the PL Registry for those faculty. It is the only mechanism that affords some stability to PL faculty from semester to semester. If a registered PL faculty with seniority were ever denied work after refusing to volunteer (and Local 240 has never heard of this happening before), then that would be a retaliatory situation that would require an intervention like a grievance, and Local 240 would have their backs.

There is nothing wrong with PL faculty volunteering on their own time for a good cause, but PL faculty should not be expected to volunteer at work. Mohawk

College is not a charity. Together, all Local 240 members can facilitate change at the College and in the next round of bargaining. FT faculty can support their PL colleagues, and PL faculty can defend their time. As always, if members have any questions about this topic, please reach out to a Local 240 steward or to opseu240@gmail.com.

References

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

Mills, R. (September 2022). Partial-Load (PL) Professors are not Volunteers: Incomplete- and Academic-Appeal Work ought to be Paid. *The Examiner*.

OPSEU 240 LOCAL DEMAND SETTING MEETING - FEBRUARY 12

4:30PM TO 6:30 PM - FENNEL CAMPUS, ROOM A207

PLEASE REGISTER VIA THE [EVENTBRITE LINK](#)

VIRTUAL ATTENDEES CONNECT VIA THIS [ZOOM LINK](#)

Meeting ID: 853 5849 8905 Passcode: 099923

The Mohawk faculty Local Demand Setting Meeting will be hybrid in format. All full time and partial load faculty are encouraged to attend this important meeting in order to have your voice heard. We will be generating a list of local demands to send to the Provincial Demand Setting Meeting in March. Any member can propose a demand from the floor, and all attendees can then vote on ranking the list of demands. This is our opportunity to decide how we want to improve our wages and working conditions, and how we want to improve the quality of education we provide to our students!

Dinner and drinks will be served for in-person attendees. 😊

Local 240 Faculty Office Space Survey Results

In December of 2023 Local 240 launched a survey of faculty to determine their perspectives on office space. The survey was prompted by Mohawk College's stated goal of analyzing how space was being utilized at its campuses and re-envisioning its use of space. Mohawk has been working with financial consulting group Deloitte on this project, and has sought faculty input via focus groups and an online survey.

Many faculty were immediately concerned that the College space utilization review was being driven by the sense that, in a post-pandemic world, dedicated office space was no longer needed. Stories circulated of consultants visiting near-empty faculty office rooms and deciding that most offices weren't being used at all. Talk began to spread of "hotelling" as an alternative approach to faculty offices. This would see faculty without a dedicated office, instead being able access a shared space as needed.

In the fall of 2023, faculty and Local 240 officers attended a focus group run by Deloitte. This session was intended to get faculty feedback about the College space utilization review. However, it soon became clear that the focus group was primarily intended to present various versions of "flexible" workplace arrangements and alternatives to dedicated faculty offices. This led to some frustration on behalf of the faculty in attendance, who decided to gently re-direct the session toward what they really wanted to discuss - the kinds of office,

by **Kevin MacKay**, Vice President, OPSEU Local 240

classroom, and collaborative space that maximize their effectiveness as educators and that ensure the highest quality of education.



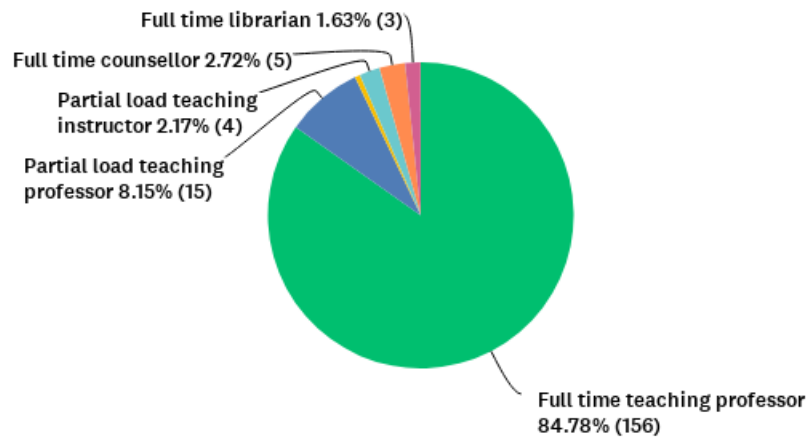
No-one will deny that the flexible work arrangements of the post-COVID world have changed space use and space needs in post-secondary institutions. Given this, a review of space at Mohawk College makes sense. However, it is important that such a review honestly assesses the diversity of experience and perception that exists among faculty and staff. It is for this reason that Local 240 decided to send out its own survey to the membership. We particularly wanted to ask faculty about the things that the College survey and the Deloitte focus groups didn't address: What do faculty think about dedicated office space? What kind of office space would they prefer? Would they be willing to give up dedicated office space in favour of hotelling? 186 faculty responded to the survey, although not every respondent completed it.

The key results follow. **Please note that questions 7, 8, and 9 were only answered by the 16 respondents who did not currently have dedicated office space. Questions 12 through 17 were answered by respondents who currently have dedicated office space.**

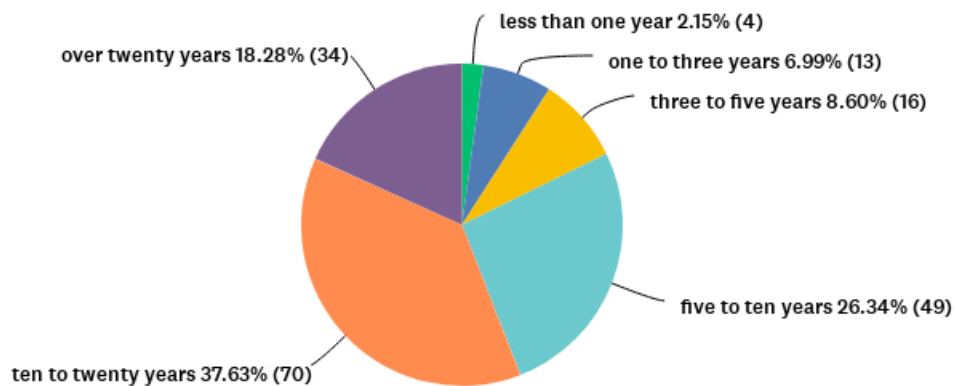
JOIN THE LOCAL 240 POLITICAL ACTION COMMITTEE (PAC)!

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**

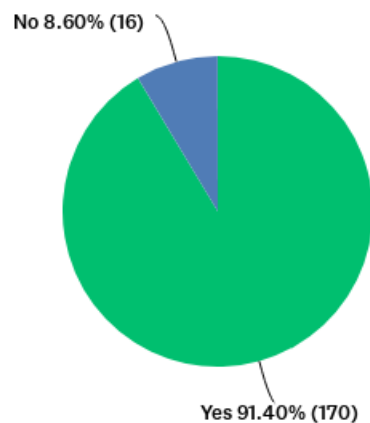
Q1 Please indicate your faculty role at Mohawk



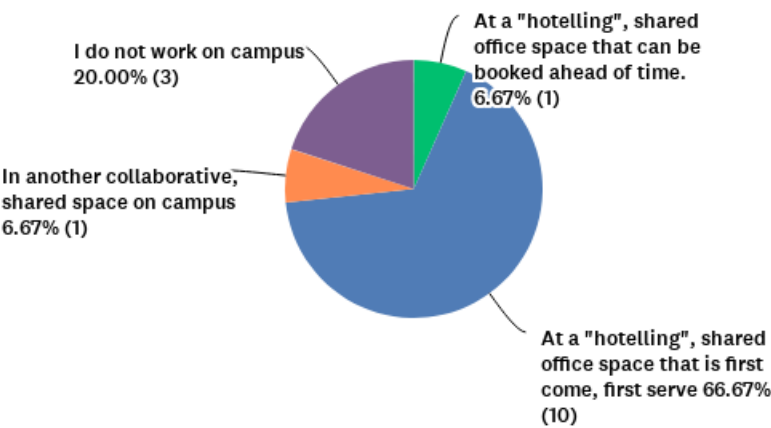
Q2 Please indicate how long you have been employed at the College in your current role?



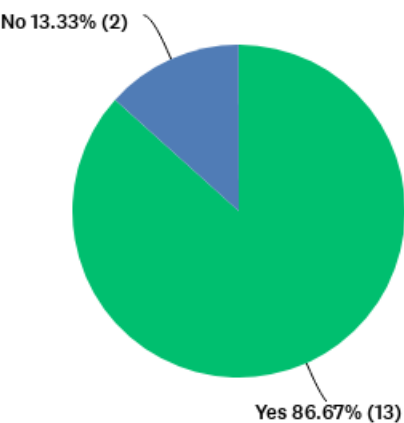
Q6 Do you currently have assigned, dedicated office space at one of the Mohawk College campuses?



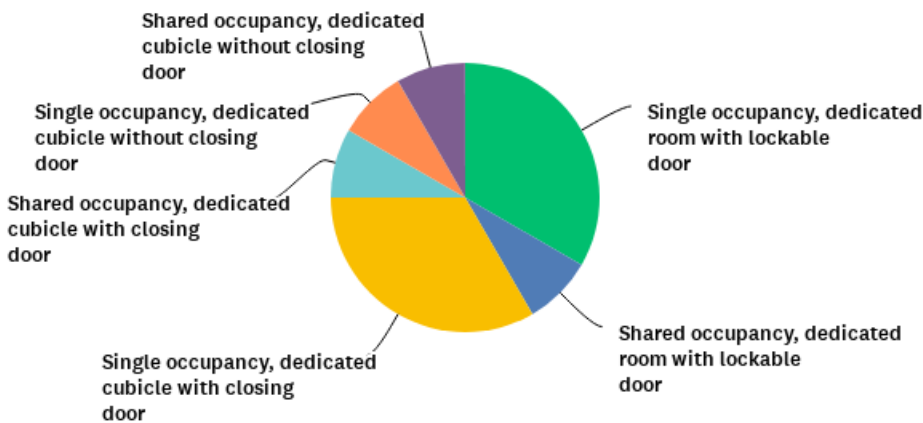
Q7 If you do not have assigned, dedicated office space at Mohawk College, where do you do work while on campus?



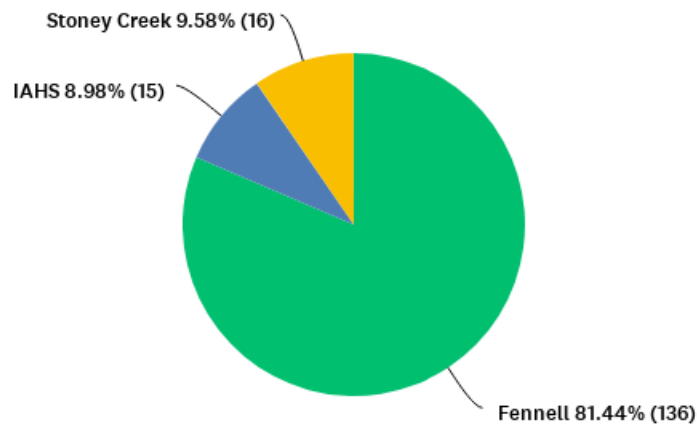
Q8 If you do not have assigned, dedicated office space at Mohawk College, would you like to have such an office?



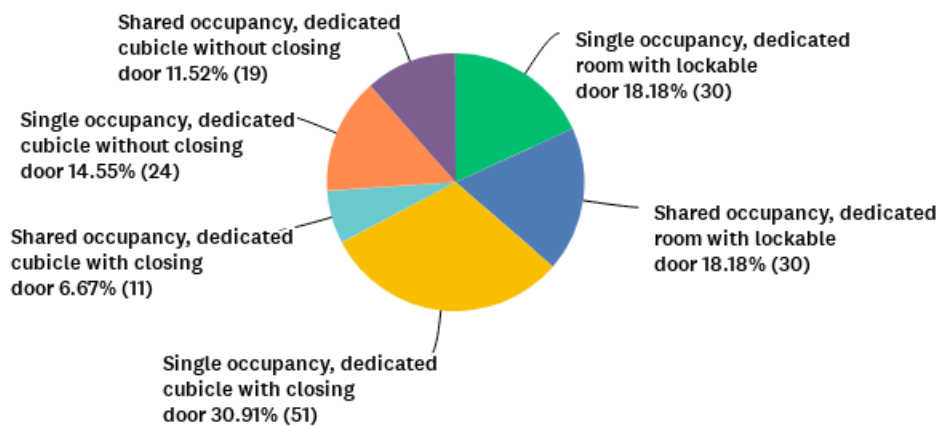
Q9 If you would like to have assigned, dedicated office space at Mohawk College, please indicate which type of office you would prefer.



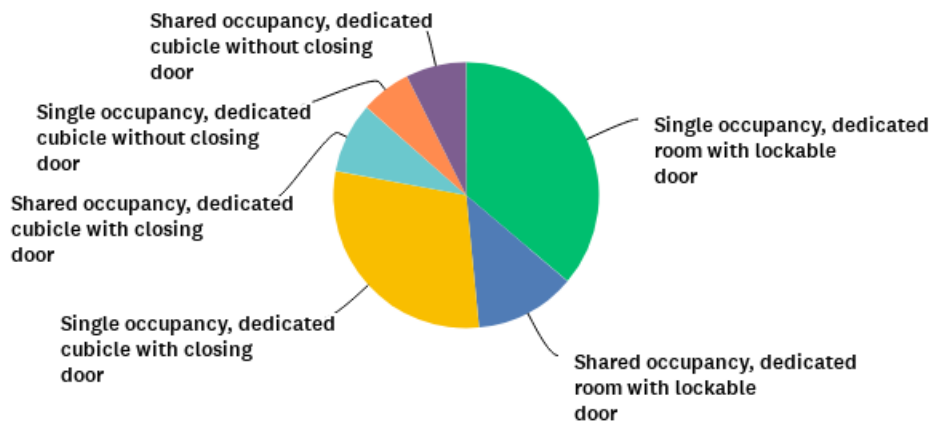
Q12 Which campus is your office space at?



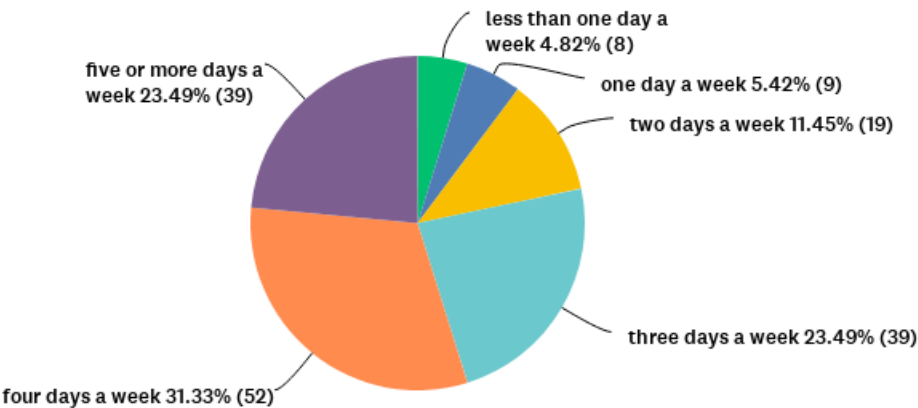
Q13 Please indicate which type of office you have?



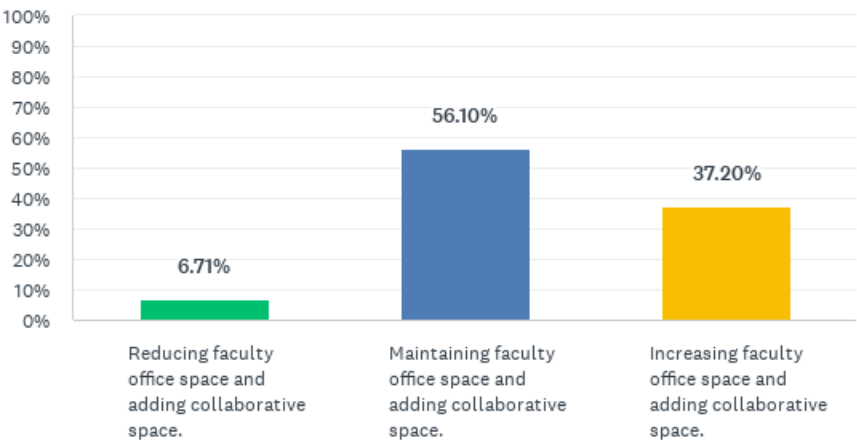
Q14 Please indicate which type of office you would prefer.



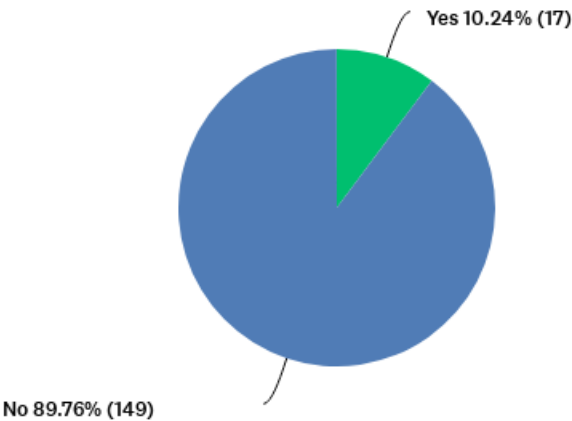
Q15 On average, how many days a week do you use your assigned, dedicated office space?



Q16 Which of the following would you most like to see from a re-envisioning of space utilization at Mohawk College?



Q17 Would you be interested in giving up your assigned, dedicated office space in favour of "hotelling", or having access to a shared office space when needed?



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

| AREA | STEWARD | Campus & Email |
|---|---|--|
| Architectural, Civil, Urban, Planning, Math and Statistics | Cameron Redsell-Montgomerie | Fennell cameron.redsell-montgomerie@mohawkcollege.ca |
| Aviation | Paul Sprentz | Airport paul.sprentz@mohawkcollege.ca |
| Business Management Studies | Robert Soulliere Communications Officer | Fennell robert.soulliere@mohawkcollege.ca |
| Business Office Administration and Business Graduate Studies Programs | Gaspare Bonomo Treasurer | Fennell gaspare.bonomo@mohawkcollege.ca |
| Chemical & Mechanical Technology Programs | Greg Emery | Fennell gregory.emery@mohawkcollege.ca |
| CICE, Career Pathways, LINC, Academic Upgrading, DEP, and City School | Carrie Leo | Fennell catherine.leo@mohawkcollege.ca |
| Computer Science Technology | Einas Keswani | Fennell einas.keswani@mohawkcollege.ca |
| Electro-technology Programs | Vijay Khatri | Fennell vijay.khatri@mohawkcollege.ca |
| Social Service Work and Community Studies | Heather Giardine-Tuck President | Fennell heather.giardine-tuck@mohawkcollege.ca |
| Social Service Work and Community Studies | Shelley Rempel | Fennell shelley.rempel@mohawkcollege.ca |
| Liberal Studies and Music | Kevin MacKay Vice President | Fennell kevin.mackay@mohawkcollege.ca |
| Liberal Studies and Music | Dan Popowich | Fennell dan.popowich@mohawkcollege.ca |
| Justice Studies; Paralegal | Steve Cook | Fennell steve.cook@mohawkcollege.ca |
| Health, Wellness & Fitness; RMT; Recreation Therapy; Health Studies | Dan MacLennan | Fennell dan.maclennan@mohawkcollege.ca |
| Communication and EAP | John Corr | Fennell john.corr@mohawkcollege.ca |
| Library, Counseling & Accessibility, CTRL, Int'l | Kasey Waddell | Fennell kasey.waddell@mohawkcollege.ca |
| Media & Entertainment Studies, Graphics and Design | Patrick Hanson | Fennell patrick.hanson@mohawkcollege.ca |
| CVT, OTA-PTA, Pharm Tech, CHC | Michael Chan | IAHS michael.chan4@mohawkcollege.ca |
| Nursing: Bachelor of Science in Nursing BScN, Practical Nursing, Personal Support Worker | Vacancy | IAHS |
| Med/Rad/Science | Caryn Schaefer | IAHS caryn.schaefer@mohawkcollege.ca |
| Partial Load: IAHS | Andrea Christmas | IAHS andrea.christmas@mohawkcollege.ca |
| Partial Load: Fennell Campus | Rebecca Mills Chief Steward | Fennell rebecca.mills@mohawkcollege.ca |
| Skilled Trades: Transportation & Industrial, Apprenticeship, Construction, Electrical, Fuels & Green Tech | Vacancy | Stoney Creek |
| Skilled Trades: Transportation & Industrial (FF) | Vacancy | Stoney Creek |
| | TRUSTEES/AUDITORS | |
| | Carol Tristani & Cornel Fulop | Fennell |
| Union Office | | Fennell A006 905.575.1212, x3468 opseu240@gmail.com |

On November 6, 2023, the Local Executive Committee of OPSEU-SEFPO Local 240 passed the following resolution on the crisis in Gaza...

“Whereas the Canadian government has failed to call for an immediate ceasefire in Israel-Palestine, despite the intensifying humanitarian crisis in Gaza, and

whereas the Canadian labour movement has been demanding an immediate ceasefire and the administration of humanitarian aid to the people of Gaza,

therefore be it resolved that OPSEU Local 240, representing faculty at Mohawk College of Applied Arts and Technology, call for:

- *an immediate ceasefire in the Israel-Palestine conflict;*
- *the immediate release of all hostages and political prisoners;*
- *immediate provision of humanitarian assistance to the people of Gaza; and*
- *a just and lasting resolution of the conflict in Israel-Palestine in accordance with international law and United-Nations resolutions”*

Ways you can help:

<https://www.labourforpalestine.com/>

<https://www.ijvcanda.org/>

<https://www.cjpme.org/>

<https://www.ceasefire.ca/>

CEASEFIRE NOW



END THE SIEGE

FREE PALESTINE