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Cont. Ed. DEC Courses in the New Agreement

The negotiations are over. The consultations have been done. The votes are in. This thing is over. We are ready to accept this and move along, hoping that sometime in the not-so-distant future, the union leadership will stop underestimating our mobilization capacities. Hopefully, five years from now, we will be ready as we will have learned from our mistakes and our victories. But for now, we need to discuss the consequences of some of the changes in the new agreement.

As this is going to print, the negotiating team and the employers' negotiators are looking at the clauses of the FNEEQ collective agreement to update them. And Vanier teachers will be affected if we lose the special Vanier arrangement.

The Vanier Special Arrangement

In Appendix I-2 of the FAC letter of agreement 2005-2010, under "Volet D" there is a footnote that indicates that 3.68 Full Time Equivalent (FTEs) are added to our resources to compensate for "*the removal of the integration of DEC to regular program given in continuing education*". This means that the government gives Vanier extra resources (the equivalent of 3 and half full workloads) to enable Vanier teachers to be paid by CI (individual workload) when they teach cont. ed. DEC courses. This is a special agreement based on a local agreement made many years ago at Vanier. Starting with the new agreement, this deal might end.

The FNEEQ negotiating team has agreed to try to continue this agreement in the new FNEEQ collective agreement but it is not a slam dunk. Let's have a look at the situation if we were to lose this special deal.

The Situation in the Fneeq Collective Agreement

The present FNEEQ collective agreements states that "*A part-time professor with a teaching load of fifty (50) credits or more in the regular program who also gives courses in continuing education, summer courses or acts as a substitute shall become a full-time professor if these courses, when calculated according to Appendix I-1, give him/her a workload of eighty (80) credits, which he/she would not otherwise gain.*". This means that potentially, with the new agreement, teachers will still be able to complete their workload with cont ed, summer courses or substitution to reach a full time workload as long as they reach 50 CI teaching in the regular day program. This means two things:

1. A teacher who does not have 50 CI in the regular day program will be paid hourly and will **not** get paid by CI when teaching Cont. Ed.
2. A teacher who has 50 CI in the regular day and does not reach 80 CI with Cont. Ed Courses, summer and substitution will **not** be paid by CI for the Cont. Ed. courses.

3. A teacher who has 50 CI in the regular day program can use cont ed, summer courses and substitution to complete a full workload.

Hourly Paid Courses

This of course, begs the question: what are hourly paid courses? Hourly paid courses are courses that are counted using a different parameter for generating workload. The workload equivalent of hourly paid courses is calculated over 525 hours and so they count for less than regular courses. For example, a 30 hour course would give a teacher .057 seniority, a 45 hour course would give a teacher .086 seniority or a 60 hour course would be worth 1.14 of seniority. So you do get seniority for hourly paid courses but not necessarily as much as for regular courses, unless they fall under the special Vanier agreement or are being used to complete a full workload of someone who has 50 CI in the regular program.

As we can see, this new agreement might be a great loss to some of us and so FNEEQ is working to include it in the new Collective Agreement. If we lose it, we will be subject to the same provision as the other CEGEP- being able to complete a workload in cont. ed., summer school and substitution, if we have 50 CI.

Unfortunately, we may not have an answer until the rewriting of the collective agreement is finished sometime in December. This makes it even more difficult to do the necessary course assignments for next term.

SUPPORT YOUR LOCAL UNION!

SUPPORT PUBLIC SERVICES!

Got Mugs?

Do you have a bunch of collectively owned, unionized mugs hanging around in your office? Please bring them back to the N lounge or the VCTA office (C-101)

Thanks!

Ped. Day Happy Hour

The second Happy Hour will be held during Ped. Day, November 2nd at 4:00 PM. The event will be held at Jake's Mall. Everybody is welcome. Live music, pizza and refreshment!!!

Sommet populaire québécois contre la guerre et le militarisme

Echec a la guerre is holding a 3 day summit on war and militarism Nov. 19-21 in Montreal. The summit will deal with issues such as using rape as a weapon of war, why Canada shouldn't have troops in Afganistan, why we shouldn't allow military recruiters in our cegeps, etc.

In February 27, 2007 the VCTA General Assembly passed motions voicing our opposition to having Canadian troops in Afghanistan and against military recruitment on campus while Canada has a role in this war. The VCTA later initiated a discussion at FAC where similar motions were passed. For this reason the VCTA will be sending out more material about the upcoming conference.

How do I become full-time???

A teacher is full time when they have 80 CI during the contract year. A teacher with 50 CI can complete their load in Cont Ed, summer school and, once we are under the FNEEQ collective agreement, using substitution. All non-tenured teachers who do not have full time contracts should keep track of their C.I. in order to become full time if possible. With new teachers, it becomes very important since, under 3 years seniority, full time teachers have priority over part-time teachers, regardless of seniority. To calculate your workload, go to:

www.dtu.qc.ca/member.htm#workload

Thanks to the Dawson Teachers' Union for this link. If you have problems with the calculation, come to the VCTA office for help.