

Vanier College Teachers' Association

Newsbulletin1, Sept. 5, 2014



Welcome Back!

The VCTA Executive would like to take this opportunity to wish all teachers a good academic year 2014-15, and we hope that you have had a relaxing and pleasant summer. The year to come looks like an eventful one as we finalize our negotiation demands for 2015. We will be communicating with you regularly to keep you informed of our demands as well as the dates for the meetings in which these will be discussed and voted upon.

On the local front, many of you are probably aware that the search for an Academic Dean continues. Although there was a nomination that was presented to Academic Council and the Board, a decision was

made to continue looking for a suitable candidate. In the meantime, Peter Ross will continue acting as interim Academic Dean.

The Director General has also indicated that the Vanier community can expect some administrative changes this year. The College should be transmitting more information about these proposed changes in the coming weeks. Let's hope that any changes will contribute to an improvement in the functioning of the College and an improvement in the relations between teachers and our administration.

Full-Time Contracts for Non-Tenured Teachers

Last spring, faculty representatives of CRT (Labour Relations Committee), including members of the VCTA Executive, met with some members of the administration to discuss opening additional day courses. As a result, a number of day courses were opened across various disciplines in the college and several teachers have received tenure or received full-time contracts this academic year.

Bill 3: An Attempt to Steal \$ from Municipal Workers

With Bill 3, the Quebec government is attempting to renege on negotiated collective agreements to force all municipal workers to pay for problems in some pension plans. To do so, they have tabled Bill 3, a law to fix problems in pension plans- problems which many say were caused by government mismanagement.

(<http://www.cbc.ca/news/business/workers-not-to-blame-for-quebec-pension-problem-don-pittis-1.2742698>)

And it is not only union members who call Bill 3 theft, but a former Chief Actuary of the federal government who says in the same cbc article, *'It is terrible because it is stealing money that has already been accrued.'* **Bernard Dussault**, former Government of Canada chief actuary.

Remember that in the past, many workers gave up salary and benefit gains in order to have better pensions. It is outrageous that the Quebec government is now creating a new law to change these pension plans. And if the Quebec government manages to get away with this, how long will it be until they try to grab back some of our pension benefits? Rather than threatening public sector pensions, the government should be legislating company pension plans for all workers so that after a life time in the labour force, we can all retire with a decent pension.

But where will the money come from? Rabble.ca has an interesting article and chart about corporate taxes.

"Corporate cash hoarding really ramped up as corporate tax rates were slashed in half from 31 per cent in 1997 to 16 per cent today. Corporate Canada argued in the late 1990s that they'd use that extra cash to build more factories, train more workers and make Canada more productive. Turns out...not so much."

Corporations got big tax cuts and governments made up for this with cut-backs to education, health and social welfare, affecting most Canadians, who are not rich enough to pay for services in the private sector. Now, according to the article, corporations did not use the tax -cut money to improve productivity or build more factories but have stashed it away to the tune of 630 billion dollars! Our problem is not that we are poor but that the riches we have are going to a very small minority. If corporations (and rich people) were paying their fair share of taxes, we would all benefit. However, it isn't going to happen without a fight.

The CSN statement on Bill 3 can be found at:

http://www.csn.qc.ca/web/csn/communiqu/-/ap/comm2014-08-21a?p_p_state=maximized

Special Leaves

According to Clause 5-9:01 of our Collective agreement, teachers can be absent for a series of events like weddings, funerals, moving, etc. without loss of pay. So if you have to take time off for these events, inform your coordinator and HR in advance. If there is a last minute emergency, a teacher “who makes a written request or, in the case of an emergency, produces written justification after notifying the College, shall be entitled, for serious reasons, to leave without loss of pay or rights.” (5-9:03)

Sick Leave

If you need a short-term sick leave, the doctor can fax the medical note (with the nature and duration of the disability) to Human Resources to ensure that you keep getting paid on short-term sick leave. However, as soon as possible, have a paper copy of the doctor's note delivered to HR. If HR asks that you give your doctor a specific form to fill out, which is usually very expensive, please notify the VCTA Executive. For sick days, use Omnivox to report an absence. The policy of paying for substitution, starting with the first absence, is still in force.

You can access the collective agreement at :

http://www.fneeq.qc.ca/fr/cegep/Conventions_collectives

<http://www.fneeq.qc.ca/en/cegep/convention/Archive-2010-2015/>

Student Emergency?

The VCTA has a special fund set aside for student emergencies. If one of your students has no money to eat or take the metro home, etc., send or take them to Jim Atkinson (C203D), and he can get them money very quickly from the VCTA fund. The Vanier College Foundation also has money set aside for students, but it takes more time. Do not hesitate to send a student for financial help. It is available.

