

Vanier College Teachers' Association

News Bulletin 1, August 22, 2016



Welcome back

Welcome back to Vanier for the 2016-17 academic year! We hope that everyone had a really great vacation. We'll be celebrating our return with the Back to School Happy Hour, September 1, 2016! Remember to reserve your tickets online for the B-B-Q.

Hall of Fame

Congrats to Vanier Physical Education teacher Martine Dugrenier whose recognition for her achievement in wrestling has led to her induction to the United World Wrestling's (UWW) Hall of Fame. The ceremony officially took place August 12, 2016, in Rio de Janeiro. What an honour Martine!

New collective agreement

The "national clauses" of the new collective agreement were signed July 14, and we have already received a pay increase (1.5%). We are currently double-checking the pay increases and the vacation strike pay cut to ensure that they have been done properly. One of the important changes now in effect is that priority for workload goes by seniority, whether a teacher is full or part-time. The local clauses will be signed by your VCTA Executive before the end of August.

Long-term disability insurance for non-tenured teachers

The majority of local unions, belonging to the FNEEQ insurance plan, have voted to make long-term disability insurance mandatory for non-tenured teachers, when they get a 4th full time contract, consecutive or not. This decision will be implemented as of the 2016-17 school year.

Local issues: lack of consultation and arbitrary decisions

Locally, we have a number of challenges ahead of us this year, and many of them emerge from the lack of consultation by the administration. The administration has been working in an arbitrary manner, making decisions and simply informing teachers, and their elected representatives, rather than consulting them. The marginalization of Joints and Academic Council has notably contributed to this problem.

- The current change of faculty structures was simply announced last academic year, whereas when the last change in academic structures was made in 1995, the administration brought it to CRT (the labour relations committee) for discussion after a motion was made by Academic Council to set up a sub-committee to study the implementation of the changes. Even then, the VCTA was convinced that this was not enough since departments and programs had not been consulted.
- Union release time was arbitrarily cut, meaning that union members now have to pay for some of the release time out of our union dues. Even though our salaries have not kept up with inflation for many years and this will continue until 2019, they expect teachers to pay for union release time. The General Assembly has twice voted for a union release of up to 3 FTE's and many other big FNEEQ unions have even more release time since the workload in the bigger colleges is especially heavy. This could eventually lead to a future

dues increase. We will continue to fight what we consider to be an unnecessary and petty initiative on the part of our administration.

- Professional Development expense rules have also been changed arbitrarily. There is now a strict limit for meals (\$15 for breakfast, \$25 for lunch, and \$35 for dinner), which cannot be used cumulatively as a “per diem.” At no time was the union consulted about this; we were merely informed that these are the rules for all college employees. As well, teachers are now being told that we must pay fees to use the fitness facilities although the VCTA General Assembly has made it clear that we consider it the employer’s responsibility to provide these services.

Lastly, poor timing. The administration has decided to effect major changes to the college -- library renovations, the bookstore renovations and cooperative, and the academic faculty structure -- with a new DG and many relatively new senior managers, all in the same semester! With teachers’ input, a smoother approach may have been adopted.

We wish John MacMahon, our new DG, well and hope to have with him a more positive working relationship and more consultation on important issues. We will be seeking to meet him and other administrators to try to head off some of the problems outlined above.

If you have concerns or if you have been adversely affected by the lack of administrative consultation, please contact us at: vcta@vaniercollege.qc.ca

We wish you a great start to the semester!

.