

# Vanier College Teachers' Association

News Bulletin 4, Oct. 27, 2016



**VCTA Website:** <http://www.thevcta.qc.ca/>

We are updating it regularly: the seniority list, workload distribution, upcoming agendas and more!

## **PD Update**

It has come to our attention that some teachers are worried that the VCTA Exec is changing the PD policy without consultation. This is not happening. The PD policy can only be changed by consulting Association Council and the General Assembly. On a different note, the admin rep has brought up concerns regarding “dubious conferences,” which we will outline in the next bulletin.

**Fneeq Insurance Information** – see attachment for details.

- Some individuals in Module A may have been refused reimbursement claims for certain drugs.

Changes regarding 2017 plan renewal:

- There will be a 1 month enrollment period without proof of insurability for Life Insurance in Nov.
- Health Insurance: Chiropractic services were removed from Module A (premiums reduced accordingly); higher maximums for insulin pumps, hearing aids & hair prostheses; drugs reimbursements now covered at RAMQ rates based on cost of generic equivalent (with exceptions). In the table, the “proposition” is the new policy.
- The rates as of Jan 1<sup>st</sup> 2017 are changing, in several cases the fees are going down.

**Vanier Colour Palette** – see attachment for palette.

A colour palette has been determined by the College for the entire campus, including teachers' offices.

Autonomy: Teachers are now limited in their own offices: 3 walls will be pale grey, and one wall will be from three “non-brand” colours. Teachers should have much more autonomy in the design of their own office space as control over one's workspace increases energy and morale.

Branding: The dominant choice of Vanier's brand colours, grey and red, are the worst choices according to colour psychologists, as grey is considered depressing and red, aggressive. Also, the branding effect creates a “gimmicky” and “tired” feeling, which is de-energizing as well.

Let's remember, this is a space where many of us will be living for decades to come! Instead of waiting for a possible future review, we propose working with the College to expand our wall choices and the palette right now. What do you think? Please write the VCTA and let us know.

## **Seniority List**

The seniority list was sent out Oct. 14, 2016. Teachers should look at it carefully and, if there is a problem, write HR, CC the VCTA, within working 30 days of the sent date (i.e. by Nov. 25).