



Issue 438—March 3, 2008

D.T.U. Executive

Sylvie Perron
President

Mary Hlywa
First Vice-President

Rachèle Caux
Second Vice-President

Maryann Farkas
Secretary/Treasurer

Administrative Assistant

Elisabeth Leone

General Inquiries
931-8731, #1799
Room 8A.11

www.dtu.qc.ca
dtu@aci.ca

Seniority vs Hiring Priority

How seniority accumulates

“Seniority” corresponds to the number of full-time years you have worked as a teacher at the college. Part-time work is prorated, adding fractional years to your total and giving you an equivalency of full-time years in your accumulated seniority. In the Regular sector (DEC programs), your seniority depends on your CI workload. A full-time *semester* load (40 CI) grants you 0.5 years of seniority. Anything below 40 CI will be calculated as a fraction thereof.

In Continuing Education, your seniority depends on the number of hours of courses you have taught. You receive 1/525 of a year of seniority for each hour of a Cont Ed course you have taught. In other words, it takes 525 hours of teaching in the Cont Ed sector to accumulate one year of seniority.

Seniority is not all that counts for hiring on a poste or a charge

Seniority and priority are not interchangeable. Having more seniority than your colleagues does *not* automatically mean you have a better hiring priority for work. Hence, the importance of understanding hiring priority rights, which are described in clause 5-4.17 of our collective agreement.

Hiring priority

When a teacher has a “hiring priority”, she or he is given a priority level and has a right to be considered for work. Our labour contract ranks 28 different levels of hiring priority for a *poste* (position) and 9 for a *charge* (workload). These levels of priority determine the order in which a *poste* or a workload is granted to teachers. Though the level of hiring priority usually reflects the seniority of a teacher, in certain circumstances having more years of seniority will *not* give you a better priority level. For instance, a teacher (A) with a seniority of 1.2895 who did a full-time contract has a priority #5 for a workload, while his or her colleague (B) with 2.7630 of seniority, but who never had a full-time contract, is considered a priority #7. In this example, if there were courses in this discipline to offer to non-permanent teachers, teacher A would have priority over teacher B (the smallest priority number has the highest priority). Note that the above scenario will only be possible if at some point colleague B *declined* the full-time workload that was later granted to teacher A. Thus the importance of never declining work, especially a full-time charge, and knowing the priority levels!

Other considerations in refusing workload

Teachers without a full-time status for the current academic year should understand that every time they refuse day, Cont Ed or summer courses they take the chance that one of their colleagues who accepts the extra course(s) will end up with either more seniority or with a superior hiring priority.

Teachers maintain their rights to a hiring priority for 3 years after the end of their last contract.

General offer of service (G.O.S.)

Finally, teachers ***must activate their hiring priority***. In the regular sector, this hiring priority is activated by submitting a G.O.S. in April for any work coming up in the next academic year. **If you forget to submit your G.O.S. in the month of April, you lose your hiring priority for the next academic year.**

Continuing Education hiring priority

In Continuing Education, the hiring priority is activated by applying to each posting individually. If you do not apply to a posting, you lose your hiring priority for that posting.

Once a Cont Ed teacher accumulates 3 years of seniority, their seniority can be transferred to day workload hiring priority, unless a specific restriction is indicated on their contract.

Details to Remember concerning Seniority and Hiring Priority:

- Teachers cannot accumulate more than one year of seniority per contractual year.
- Seniority is college-specific and does *not* transfer to other institutions¹. However, seniority is *not* discipline-specific and accumulates regardless of the discipline in which you teach. Ex.: You teach in Humanities (0.5) and English (0.385); This equals 0.885 to add to your seniority for the year.
- When two or more teachers have the same priority level, the one with the most seniority gets precedence. If there is a tie in seniority for these two teachers, then years of experience will be considered. If there is still a tie, then schooling will be taken into account to establish the hiring priority.

¹ Exceptions exist for some permanent teachers (MEDs).

An event to be proud of: Meeting of “the 59”

The DTU is pleased to announce that this past February the union executives of all 59 colleges in Quebec gathered to discuss the state of college teaching and to demand more respect for our profession. This remarkable event demonstrated the collective will of the three union federations and their constituent members to work together to reinforce the value of public college education in the development of our society. Surprisingly, this will and solidarity emanated from the representatives of all 59 unions on the floor. The lively discussion reinforced the commonality of our experiences as teachers and the unity of our demands for the validation of college teaching and education.

At the meeting of the 59, a common document was created unifying the voice of all three college teaching federations in demanding recognition for the importance of teachers and teaching in the provision of quality college education. We strongly suggest that you read the document entitled, “A Plea for more Respect towards the Cegep Teaching Profession”, included in the special issue of *Contact* you recently received in your mailbox. In this issue, you will also find position statements, recommendations and mandates adopted by the union structures in relation to the college teaching profession.

The collaborative work of the federations promises to continue as we approach negotiation opportunities. Let us anticipate fruitful results.

MUHC Research Project: September 13th impact and services

As described in the recent Discover Dawson newsletter, a pioneering study into the after-effects of a school shooting will be taking place at Dawson College through the MUHC and Louis-Hippolyte-Lafontaine Hospital. The study aims to assess the impact and current health of those persons who were members of the Dawson community on September 13, 2006. The study will also evaluate the psychological support services offered in the aftermath of the shooting. Shockingly, there has

never been such a follow-up study on the impact or the services following a school shooting. As such, the collaboration of teachers in realizing the goals of the study is firmly supported by the DTU. We hope our contribution will help other institutions who, unfortunately, may be affected by similar violence and who need to make informed responses to such tragedy.

The study hopes to recruit responses from 3,000 current and former students and approximately 500 staff, most of whom will be teachers. These will be randomly selected and invited by letter to participate. All those invited are free to refuse participation. All data will be completely confidential and respondents will remain anonymous.

The DTU's appointed teacher representative on the research consultation committee is Mary Hlywa.

March Study Break

The March study break is not a holiday and regular sector teachers must remain available to the college (i.e. you must be reachable and available to attend meetings if any are called). Consequently, if you will be away marking and preparing at the cottage during the break, you should give your appropriate contact information to your chair so you can be reached if needed (phone or email). You should also inform your students of the best way to contact you during the break. If you wish to not be available to the college during the study break, you must ask for a transfer of availability from your Dean. Transfer of availability forms are available at HR and can also be downloaded from the college web site. Your Dean needs to sign the form to have your transfer of availability officially accepted.

Again this year, our beloved Registrar has attached our spring break to the Easter Holiday. Good Friday and Easter Monday are official holidays and therefore teachers do not need to be available to the college. Continuing education teachers do not have to be available to the college outside their hours of teaching since they are only paid for their teaching hours.

Summer Vacations

This year the last day of availability will be Monday, June 16 and the first day of availability

for next academic year will be Monday, August 18 and classes will start on Monday, August 25. We hope that this earlier notice will help you plan your vacations better.

International Women's Day

The DTU would like to invite you to its annual International Women's Day celebration which will take place **Monday, March 10** in the **Rose Lounge (7C.5)**. This year's theme, *The Economic Autonomy of Women: A Collective Force*, stresses women's quest for economic independence. We will reflect on Quebec's situation and will also take this opportunity to look at the realities of women in other parts of the world. Guest speakers, students from North/South studies will talk about the different challenges faced by women in Nicaragua, while Diane Gauvin will discuss micro loans and Third World women.

We are also happy to announce that Dawson support staff will join us to launch their cookbook with recipes gathered from the Dawson community. All sale proceeds will be donated to Ovarian Cancer Research. We invite everyone to get his or her cookbook and to endorse this good cause.

On a lighter side, once again this year we will quiz our members on the pamphlet *The Economic Autonomy of Women* that you will find in your mailbox. The teachers who correctly answer all the questions of our tiny questionnaire will not only win our deepest respect (!) but will also have the chance to leave with a prize.

As in the past, the *Intersyndicale des Femmes* has sent us very nice pins to mark Women's Day. You can get yours for 2\$ at the DTU (8A.11) or from some of our collaborators at the DTU Executive Council (David Olesik and Deborah van Wyck).

Schedule of Events

1:30 Light lunch and refreshments

1:35 Launching of Dawson's Cookbook

2:00 Micro Loans and Third-World Women (Diane Gauvin)

2:20 Women in Nicaragua (North/South students)

3:00 Draw