



Dawson Teachers' Union

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Human Resources in Transition

As we mentioned in our last Owl Hoots, Human Resources is currently working on improving service. The DTU executive would like to inform teachers that this has led to a major reorganization of the HR department. Eight of ten employees in HR have recently changed positions and are now holding different responsibilities. This reorganization also includes the addition of one new manager, Rita Smith. HR expects these changes to start producing positive results by the beginning of the next academic year. In the mean time, patience will be required as the HR staff goes through a normal adaptation period.

Continuing Education – Extension of Contracts?

If you teach Continuing Education on Mondays, you may have been told by the College that the semester has been extended to replace the Monday lost due to the provincial elections.

The DTU enquired about this situation and found out the following:

If your Monday class was cancelled due to the provincial elections, the College still has to pay you for that cancelled day (the College cancelled, not you). The College must pay you the full amount stated in your contract.

You do not have to accept a contract extension. Your contract ends at the date specified in your contract and you do *not* have to be available for extensions. If you had other plans and could not make it Monday evening, May 14, you are still entitled to the payment of your full contract.

The College must pay you for extra classes scheduled in addition to your original commitment. If you agreed to an extension, or if you have taught a make-up class during the term, the College must pay you for this extra class over and above the total amount that already appears in your initial contract, as the new class represents a new contract.

If you experience problems related to this issue, please contact a DTU representative as soon as possible (local 1799 — room 8A.11 — dtu@aei.ca).

Pay Equity — Finally!

Teachers will notice that our pay equity payments finally appear on this week's pay cheque. For the regular sector, the retroactivity is paid from August 15, 2005 to May 4, 2007. For hourly paid teachers (Cont Ed), the retroactivity is paid from July 1, 2005, to May 4, 2007. As of May 5, 2007, teachers' salaries are adjusted with the new rates. On your pay slip, you will notice at least 2 adjustment amounts:

REG SAL RETRO: corresponds to the pay equity retroactivity from January 2006 to May 4, 2007

RETRO 2007 RETRO: corresponds to the pay equity retroactivity from August 15, 2005 to December 31, 2005.

If you sum up these two amounts, you get your total retroactivity for the regular sector. (This division of the amounts stems from the fact that HR adopted a new payroll computer system in January 2006.) You may also notice adjustments for Cont Ed courses taught or for short-term substitutions paid hourly.

Cegep teachers do not officially qualify for all aspects of Pay Equity as we are not a predominantly female group (we are considered a mixed group), yet we are pulled into this redress of historical discrimination against women because of our relationship to groups of workers who do qualify (i.e. elementary and high school teachers). It is our relationship to this group that brings us our increase.

There has been a lot of confusion about the amounts that would be paid, the presence or absence of interest and who would get something. What we know now is that since cegep teachers did not officially qualify for this pay equity adjustment, the government has decided that the amounts paid will not carry interest. Furthermore, we now know that teachers at steps 18 and 19 are getting something, but not those at step 20, nor those at steps 1, 2 or 3. Not every teacher gets the same percentage increase; it all depends on your position in the echelons. The calculations are complicated, to say the least. The complex tables and amount corrections presented to us confused many. In an effort to help teachers figure out if their retroactivity payment is correct, the DTU produced two Excel spreadsheets that will provide Dawson teachers with an estimate of the amounts owed; one for regular sector teachers, one for Cont Ed teachers. You can find these spreadsheets on the DTU web site at www.dtu.qc.ca.

If you need help using the spreadsheets, call the DTU office (local 1799).

Academic Dean's Memo on Teacher Availability *(Regular Sector Only – Continuing Education teachers do not have availability to the college outside their teaching hours.)*

Recently (May 8, 2007) the Academic Dean circulated a memo indicating his expectations with regard to teacher availability. He is entitled to his expectations, but we are writing to distinguish them from our obligations. Please note the following:

We have no obligation to the administration to maintain office hours. However, as always, we urge you to respect any commitments you have made to your students. How you choose to make yourselves available to your students after the end of classes is up to you both in terms of means and amounts of time. Your duty is to provide “encadrement” to students and this can be done in a number of ways, such as phone contact or email or actual in-person contact. It does not imply an obligation to be on campus to provide office hours. The concept of availability to our students in August before the beginning of classes has no meaning, as we have no students at that time, and therefore have no “encadrement” to provide.

The Academic Dean is correct in saying that teachers must remain available to the College until June 11, 2007 (inclusive) and from August 13, 2007. However, he is incorrect in saying that this implies being “available on campus” during this time. Our obligations with regard to presence at Dawson are defined by our duties. There is **no requirement to be available on campus for a minimum number of hours**. You need to be at the college when your duties require it. These duties are limited to teaching classes and labs,

invigilating examinations, attending department meetings and meetings of department committees on which you have agreed to serve. If you have agreed to accept release time for department or program activities, then you will be obliged to attend additional meetings. If during this period you plan on grading and preparing at the cottage, make sure the College and your Chair have a valid phone number or email to contact you in case a meeting is called.

Grade Submission Deadline

Contrary to what is stated by the college, contractually there are not 2 different dates for the submission of Winter semester grades. The contractual deadline for grade submission is Friday, June 1st (5 working days after the end of the semester). Of course, submitting your grades as soon as you are reasonably able would assist the processing that must take place at the Registrar's office, but teachers have no obligation to meet this virtual deadline of May 22. So instead of doing all-nighters or spending every waking minute correcting, feel free to take coffee breaks, sleep regular hours or even use your evenings and weekends walking in the spring air or gardening with those you love!

Release Time and Summer Duties (Regular Sector)

The DTU executive would like to remind teachers that there is no such thing as release time that is comprised of tasks to be carried out during the summer vacations. Release time is release from your normal duties. Normal duties are not carried out during the summer holidays. Articles 8-2.01 and 6-1.08 of our contract are very clear. Teachers are entitled to two months off; any day worked during the summer holidays must be paid extra. For this to be true, however, the work must be performed at the request of the College (i.e. at the request of a Dean; Chairs do not represent the College and cannot authorize overtime to be performed during the summer holidays). So if your Dean asks you to come in, get this request in writing from your Dean (not your Chair). If you cannot get a written request from your Dean, this means the College did not request it, and you should stay home and enjoy your summer break! As well, even if you are asked to come in during your summer holiday, you are not obligated to do so. You can refuse to come in and this cannot be held against you contractually.

DTU Office Hours

Please take note of the following.

The DTU office will be closed for the summer from: Monday, June 25 (inclusive) to Friday, August 3 (inclusive).

The DTU office will reopen for the fall term on: Monday, August 6, 2007

Have a great summer!