



Dawson Teachers' Union

Issue 431—September 7, 2007

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@aei.ca

Welcome to all teachers

We hope your entry into the semester has been optimistic and not too stressful.

In particular, we welcome the significant numbers of new teachers to the faculty – we know this period can be demanding on many levels. We encourage you to find supportive fellow faculty members to ease your integration and to feel comfortable bringing questions regarding your working conditions, contractual rights or any other questions you may have to the union office. We will do our best to respond to your queries or direct you to others who could be of assistance.

Both new and established teachers face their own challenges as they begin the academic year. For those who have been around for a while, remember, you're not just getting older, you're getting wiser and this generally leads to good things in the classroom. Your expertise is a valued asset in this educational institution. Your union is here to offer you information and support on matters that are important to you as a teacher. Do not hesitate to contact us as needed.

Ad hoc negotiations: Your vote is needed

Following up on the mandate granted through a vote at the November AF, FAC has decided to enter into *ad hoc* negotiations with the *Comité patronal de négociation des collèges* (CPNC) to achieve salary parity with the other federations.

In terms of salary increases we are falling behind FEC and FNEEQ because they signed the *entente* whereas FAC did not. Consequently, we were put under decree (Law 142). With the *entente*, the recurring salary cuts from previous collective contracts will be progressively eliminated for FEC and FNEEQ. We at FAC do not have this in our agreement because we are under the decree. Recall that with the decree our increases come in December, whereas the other federations will see their annual pay increases progressively earlier than us. In effect, the delays we will experience will result in a loss of \$1,270 by 2010 for someone earning \$40,000 on December 1, 2006, and a loss of \$2,065 for someone earning \$65,000. This will also have an impact on our pensions.

Why does FAC think that we can obtain salary parity?

In the fall of 2006, the Quebec government accepted to belatedly bring *Fédération de la santé et des services sociaux* to salary parity with those unions which had signed the *entente*. This opened the door for others, such as FAC, to obtain similar treatment.

FAC began to explore the possibility of reaching an agreement with the CPNC after the AF of November 2006 gave the executive the mandate to do so.

FAC's aim is very specific: to end the salary inequity that will affect FAC teachers starting in November 2007. FAC does not want to see the loss of rights, added responsibilities, or changes to the definition of teaching duties.

For their part, management also has a specific wish list: They want recognition in the collective agreement of the right of college administrations to evaluate teachers. They also want additional resources (ETCs) that other colleges gained through the *entente* in order to carry out institutional plans (funds for Volet 4). They also have specific demands such as the easing of rules for utilization of resources for retraining. There is presently a surplus of 24 ETCs in this fund across the FAC Cegep network.

This question will be discussed at the next general assembly, on September 25th at 11:30, with a referendum vote after the general assembly. The decision to give FAC a mandate to open *ad hoc* negotiations on the elimination of the recurring salary cuts will be decided in FAC by a double majority (number of unions and number of votes). Therefore, if you want a bigger paycheque, it is very important to come out for

the discussion at the general assembly and, above all, to exercise your right to vote.

Functioning at General Assemblies

Some faculty expressed concerns that often our DTU general assemblies start late, or later than their scheduled time. When this occurs, the usual reason is that we are awaiting quorum to be achieved. After consulting our constitution we found that we can start a meeting without quorum, but in that case we can only give information until the quorum is reached. As a result, we will adjust our approach. We announce that further General Assembly meetings will start 15 minutes after the scheduled time; the first 15 minutes are to allow teachers to serve themselves to the buffet. Once the meeting begins, we will give out information until quorum is reached, as allowed in our constitution.

Paternity leave

Congratulations on the new baby! According to our collective agreement any teacher whose spouse or companion gave birth to a baby is entitled to five (5) days of paid leave. Also, as of January 2006, the RQAP entitles the father (or the other mother) to an additional leave of up to five (5) weeks, depending on the plan both parents chose.

With the new RQAP, parents must select one of the two (2) RQAP plans: the Basic Plan or the Special Plan. Note that the number of weeks and the percentage presented below are the real benefits you will receive as a Dawson teacher covered by the current collective agreement.

<p>If both parents chose</p> <p style="text-align: center;">The Basic Plan</p> <p>Your Paternity Benefit is:</p> <p>5 days at 100% salary college pays (5-6.22)</p> <p>5 weeks at 70% RQAP/un-paid paternity leave</p> <p>Maximum of 6 weeks of leave</p> <p>Don't forget that the RQAP allows parents to share the Parental weeks</p>	<p>If both parents chose</p> <p style="text-align: center;">The Special Plan</p> <p>Your Paternity Benefit is:</p> <p>5 days at 100% salary college pays (5-6.22)</p> <p>3 weeks at 75% RQAP/un-paid paternity leave</p> <p>Maximum of 4 weeks of leave</p> <p>Don't forget that the RQAP allows parents to share the Parental weeks</p>
---	---

The first five (5) days (100% paid by the college) must be taken within the fifteen (15) days following the beginning of birth process and the return home of the mother and child. Those five (5) days do not necessarily need to be taken on a continuous basis. You may also use one (1) of the five (5) days allocated by the college for baptism or registration of the child. To receive your paternity leave benefits, you just have to submit a written request to the college. (For a sample letter see Rachele at the DTU office 8A.11)

The weeks under the RQAP (up to five (5) weeks depending on the plan you chose) must be taken before your baby reaches his or her first birthday and must be taken consecutively. An agreement can nonetheless be reached with the college if a father wants his RQAP weeks to be taken on a discontinuous basis.

Fathers who would want to take advantage of the RQAP benefits (3 to 5 weeks) or take additional weeks with the RQAP parental program need to inform the college of their intention at least 2 weeks before the beginning of their leave. For more information, please contact Rachele at the DTU office (ext. 1799)

While being on paternity or unpaid paternity leave, fathers maintain their hiring priority, accumulate seniority and accumulate experience just as if they had been normally teaching.