



Dawson Teachers' Union

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## **Ad Hoc Negotiations: Your Vote is Needed**

Following up on the mandate granted by a vote at the November AF, FAC has decided to explore the possibility entering 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. With the entente, the recurring salary cuts from previous collective contracts will be progressively eliminated for FEC and FNEEQ. 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.

FAC's aim is very specific: to end the salary inequity that will affect FAC teachers starting in November 2007. 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 upcoming 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, it is very important to come out for the discussion at the general assembly and, above all, to exercise your right to vote.

### **DTU General Assembly and Vote**

A DTU General Assembly has been scheduled for:

**Tuesday, September 25, 2007, at 11:30 a.m.**

A nice lunch will be served at 11:30 and the meeting will start at 11:45.

The main item to discuss will be:

**Ad hoc negotiations on pay equity** (see previous article)

A vote in the Upper Atrium will follow the General Assembly.

Every vote is important since a double-majority is required in order to begin negotiations (majority of unions and majority of votes).

Voting will be held on:

**Tuesday, Sept. 25 -- 2:30 to 6 pm.** and  
**Wednesday, Sept. 26 -- 9:30 to 3 pm.**

### **Simultaneous Senate Elections**

At the same time and place as the referendum vote in the Upper Atrium, the DTU will be holding elections for Senate positions. Positions up for elections are: Science #1 (3 years), Science #2 (1 year), Social Science/Liberal Arts (3 years), Engineering Technologies (3 years) and Humanities (3 years). If you teach in these sectors, please come out to vote for your Senate representative.

### **Non-Permanent Teachers Meeting**

On **Thursday October 4 at 11:30 a.m.**, the DTU will hold a meeting in 8A.7 for non-permanent teachers. Topics to be discussed are: CI issues, priority lists, classification, work experience, employment insurance, and implications of being hired in mid-career. A light lunch and refreshments will be served. For more information and to RSVP, please contact us at local 1799.

### **Continuing Education Teachers Meeting**

We would like to invite teachers working in Continuing Education to an informal information session to discuss topics such as job security, priority, workloads, rights and obligations. The meeting will take place on **Thursday October 4 from 4:30 to 6 p.m.** in room 8A.7. For more information and to RSVP, please contact us at local 1799.

### **Commendable Pedagogy**

Congratulations to **Pierre L'Heureux** of the History department and **Catherine Fichten** of Psychology whose outstanding contributions to teaching were recognized by external organizations. The AQPC, *Association québécoise de pédagogie collégiale*, honored Pierre for the quality of his work, commitment and involvement in pedagogical development. Catherine received the 2007 Canadian Psychological Association Award for Distinguished Contributions to Public or Community Service in recognition of her pedagogical innovations in relation to students with special needs.

Not only did individual teachers win awards, but ARC, the *Association pour la recherche au collégial*, granted its Recognition Award to Dawson College as a whole for the exceptional contribution of its teachers and institutional structures to the development of college research.

We have much to be proud of as faculty in this illustrious college!