



Dawson Teachers' Union

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## **18 New Posts Granted in Social Science**

This fall Dawson Teachers Union had a unique experience, at least in relation to recent staffing memory. In the week of October 15, 2007, the *Bureau de Placement* confirmed that, indeed, we have 18 *postes* to be distributed in Social Science disciplines at our college. The plan for the distribution of these *postes* anticipates the acquisition of *permanence* for all 18 teachers who will receive them. Congratulations to the teachers who have patiently waited for the time when their commitment to the college was to be validated with the granting of a secure position. All who are slated to receive the new 18 Social Science *postes* have more than five years seniority. Soon Human Resources will be contacting these teachers to sign a corrected contract indicating they are on a *poste*: at which time they will receive their permanence and letter of tenure.

One of the reasons given by the administration for its decision to ask for these positions was to introduce stability into the staffing process for methods courses in Social Science and to respect students' rights to receive the courses they signed up for and not a course with completely different content. As some of you know and others have experienced, another reason for the college's decision to ask for these *postes* was that, on average, Social Science teachers were waiting nine years for permanent status. This is above the average for other programs in the college, where the average wait is six years. However, in at least one case, the teacher had accumulated 15 years seniority! This wait could be attributed to the fact that the many methods courses taught did not generate teaching positions or *postes*.

At the DTU, we were asked to confirm our acceptance of the creation of 18 *postes*, as is required by the collective agreement, but with a 40-hour deadline. Though we recognized how much these positions would mean to the teachers who would earn *permanence* as a result, we were also concerned about the effects this change would have on methods course distribution and how all of this would impact those who are at the bottom of the seniority lists in Social Science disciplines. In the time we had to make the decision, we had multiple meetings with administration to find out how staffing distribution of methods course would be handled, as it is these multidisciplinary courses that often supplemented permanent and non-perm teachers' workloads.

We were unequivocally told that the administration was developing a new way to distribute methods courses, and that it was not going to accept the status quo. The administration was invoking its *droit de gérance*, and would propose a new system in the coming weeks. In effect, they stated that irrespective of whether we would accept the creation of *postes* or not, the coming change in staffing allocation and distribution of Social Science methods courses was unavoidable. As well, there was no guarantee that administration would ever ask for the creation of 18 *postes* again in the future. This made our decisional path clear at the DTU; we accepted the 18 *postes*.

Once again, congratulations to the new permanent teachers. We are happy to know your commitment has paid off with security of employment. For some of you, you will finally be able to take a sabbatical leave after the years of hard work you have contributed to Dawson!

As for the DTU, we will continue to be vigilant in terms of securing employment rights for those who are still non-permanent. We will also work to ensure that any new course distribution system will respect teachers' rights in the collective agreement.

### **DTU's Observations on Self-Assessment**

Once again, half of our teachers are about to receive the visit from a representative of the Teacher Evaluation Services in their classrooms for their students' evaluation. Another part of this evaluation rests on the teacher's self-assessment. For many years, teachers have asked the DTU whether they had to fill this assessment. According to our collective agreement, it is not part of a teacher's duty to do so. Therefore, you may write your self-assessment only if you want and have the time. Teachers should not feel any obligation to do so.

### **November 15 – Leave Deadline For VWR**

The deadline to apply for the **Voluntary Work Reduction** leave is November 15 (winter semester.) To be eligible for this type of leave you must have at least three years of seniority with a full-time load for the year you take your leave. Teachers should remember that this type of leave grants you a full-year salary credit for pension purposes. Since the college takes deadlines very seriously, we strongly recommend that teachers apply no later than November 15.

### **Flu Shots**

The *Clinique médicale Atwater* will set up shop in our cafeteria to provide flu shots to teachers and staff. The shots will be administered on **Wednesday, November 7**, between 10:30 a.m. and 1:00 p.m., in the cafeteria, at a cost of \$20. If you are interested, you must book your spot in advance (contact Elisabeth at the DTU office, local 1799). .

**Teachers over 60 and nurses, who are eligible for free flu shots in Quebec, will not be able to receive their shot for free at this flu shot clinic;** if you are in these categories, apparently you have to get your shot at a CLSC for it to be without charge.