



**THE  
OWL HOOTS**  
Dawson Teachers' Union

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## **Welcome Back**

The DTU would like to wish everyone a Happy New Year and we hope that everyone is well rested and ready to plunge into a new academic semester. We would especially like to extend a warm welcome to those of you who have just started teaching at Dawson College. We would like to remind everyone that anytime you have any questions concerning your rights in our collective agreement you can drop by our office, 8A.11. You can also call us at ext. 1799.

## **Sad News**

We were sad to hear of the passing of Linda the wife of Robert Daley from the History department in the month of December after a long battle with cancer.

We were also informed last week of the tragic passing of Susan Caldwell's mother. Susan taught for many years in the Psychology program before retiring in 2005.

We would like to express our heartfelt condolences to Robert and Susan, as well as their families, for the loss of their loved ones.

## **Dental Insurance**

Our dental insurance rates with La Capitale have been adjusted and we will see our **premiums reduced** by 5% for 2008. The payments will be modified as follows:

Per pay:

Individual coverage will be \$26.21 instead of \$27.65

Family coverage will be \$62.78 instead of \$66.22

## **Health Insurance**

The Health Insurance contract has been renewed with a few changes and improvements. We now have a tiered system, with the insurance company offering members a choice between two plans. **If you want to stay with the Regular Plan you do not have to do anything, you will be automatically insured under the Regular Plan.** If you, however, want to be insured under the **Lower Plan**, you must go to Human Resources **before January 25, 2008 to fill out all the necessary forms.** If you choose the Regular Plan, you must remain in the plan for a minimum of three years. If you opt for the Lower Plan, you cannot return to the Regular Plan for three years except in the following situations: acquisition of permanent status, marriage or having lived in a common-law relationship for more than one year, or the birth of a first child.

Also, starting on January 1, 2008, part-time and non-permanent teachers will be eligible for the Health Insurance plans without having to meet any income criteria. They may choose between the Regular Plan and the Lower Plan. Long term disability will remain optional for this group.

Here are a few main differences between the two plans. For a complete list of differences, please consult the Communiqué from Samson Groupe Conseil. A paper copy and an electronic copy were sent out to all faculty members. For more information you can also go to the DTU website at [www.dtu.qc.ca](http://www.dtu.qc.ca).

- Preventive vaccination for a maximum of \$100.00 per year has been added to the health plan.
- Improvements have been made to the reimbursement of fees for various medical and paramedical services.

In the Regular Plan, life insurance coverage is one year's salary for members who choose the individual plan and two years' salary for those who choose the family, couple or single parent plan. This applies only to members who were insured on the Health Insurance Plan before January 1, 2001. For members who began to be insured after January 1, 2001, life insurance coverage is for \$10,000. Additional life insurance can be purchased upon acceptance of proof of insurability.

Long-term disability benefits are paid until age 65.

### **The Lower Plan**

This plan has an annual deductible depending on the coverage

Individual Plan - \$75.00

Family, couple or single-parent - \$150.00

### *Medical and Paramedical Services:*

- Preventive vaccination for a maximum of \$85.00 per year
- The Lower Plan is identical in design to the Regular Plan, however, the amount of money reimbursed by the insurance company for various medical and paramedical services is lower.

The amount of life insurance is \$10,000.00. Additional life insurance can be purchased upon acceptance of proof of insurability.

Long-term disability benefits are paid until age 60.

### **Insurance Information Sessions**

On January 23 and 24 between 10:00 a.m. and 2:00

p.m. FAC representative Yves Ouellet will be in room 8A.7 to answer all questions related to the new health insurance plans. If you have any questions or problems with the two plans, please drop by to see him.

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

The DTU will hold an information meeting for its non-permanent teachers on Tuesday, January 22 at 2:30 pm (room 8A.7). Topics to be discussed are: CI issues, full-time conversions, priority lists, classification, work experience, and employment insurance. If you are new to Dawson College, this is a very important meeting to attend. 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 Tuesday, January 22 from 4:30 to 6:00 pm in room 8A.7. **For more information and to RSVP, please contact us at 1799.**

### **Seminar for Future Dads**

The DTU will be holding an information seminar on parental leaves for future dads (day and cont ed teachers) in 8A.7 on Wednesday, January 30th at 11:45 a.m. Topics related to adoption, parental, paternity leaves and fathers' benefits in general will be discussed. A light lunch and refreshments will be served. **For more information and to RSVP, please contact us at local 1799.**

### **RREGOP Rate Increase**

As most of you will probably remember, or have perhaps noticed there was a 2% salary increase starting on December 1, 2007. This was good news, notwithstanding the fact that it was rather small in terms of a salary boost. However, with every yin there is a yang according to Chinese philosophy, so it is not surprising that there should be an increase in the pension contribution rates to erode our increase. As most of you have already heard, the RREGOP rate has been increased from 7.06% to 8.19%. The

increase was necessary in order to protect the financial health of the pension plan and make sure that current and future beneficiaries will receive the benefits to which they are entitled. The rate increase takes into consideration among other things the recent fluctuations in the financial markets and the increased life expectancy of contributors. As the table illustrates the rate of 8.19% is the highest it has ever been in the past 35 years. This implies that the 2% salary increase is really only a 0.87% salary increase now. But, the federal government has lowered the GST from 6% to 5%, so enjoy that generous tax break while it lasts.

| Effective date | Contribution rate |
|----------------|-------------------|
|                | RREGOP            |
| 1973-07-01     | 7.50%             |
| 1982-07-01     | 7.10%             |
| 1984-01-01     | 7.00%             |
| 1993-01-01     | 7.68%             |
| 1996-01-01     | 7.95%             |
| 1997-01-01     | 7.95%             |
| 2000-01-01     | 5.35%             |
| 2002-01-01     | 5.35%             |
| 2005-01-01     | 7.06%             |
| 2008-01-01     | 8.19%             |

### Special Mention

We wish to thank all those of you who answered our desperate request to read the “Teaching at College Level...Profile of the Profession” and to complete the guide. We realize that the timing could not have been worse and we appreciate your effort. We would like to extend a special note of appreciation to the French department for their help: *merci beaucoup à vous tous qui avez répondu à notre appel.*

### No Minimum On-Campus Availability!

Our collective agreement requires us to be on campus “when our duties require it”, as described in Article 8-3.00, “Provisions Relating to Availability”.

Clause 8-3.06 official text in French language states:

“L’enseignante ou l’enseignant remplit normalement sa tâche dans les locaux du Collège. Elle ou il est tenu d’y être au moment où les devoirs de sa tâche l’exigent.”

Clause 8-3.06 official translation into English language states:

“A professor shall normally perform his/her duties on College premises. He/she shall be obliged to be on the premises when his/her duties require it.”

Clause 8-3.06 free interpretation by our College Administration:

“The minimum on-campus availability will be 1.5 times the teacher’s instructional hours or 21 hours, whichever is greater.”

The duties of the teaching workload are itemized in Clause 8-4.00. You will find these on pages 153 to 156 of the English collective contract, and page 155 to 158 on the French copy of the contract.

The administration’s interpretation seems to add obligations that are not part of the Collective Agreement. Therefore, we will rely on our collective agreement as this is the document describing our contractual obligations: there is no requirement to be present for some fixed minimum, and the administration has no contractual right to establish such a policy. Hence you have no obligation to submit a schedule of on-campus availability to your Dean. The college already knows when your classes are scheduled so you need not inform the Dean of that. You do need to be available to the college 32.5 hours per week.