



Issue 442—October 22, 2008

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The *Entente* agreed to in May 2008: Retro pay and salary improvement

In the Owl Hoots Express this past September, we explained that the agreement in principle between our union federation, FAC, and the CPNC, which is to give us salary parity with other college federations, is delayed in its implementation. We explained that the reason for this is a dispute between government departments about which of them has the money that was allotted for this expenditure sitting in their accounts.

We are now happy to announce that the entente has been signed this week. When the funds are transferred to the colleges, we will receive retro pay for any difference accounted for by the delay. How much retro salary can we expect? After publishing the Owl Hoots Express, we received inquiries from teachers about how much money we can expect to receive in retro pay to achieve salary parity with the other federations. The following offers the explanation.

What retro pay can we expect?

In the decree, we were scheduled to get our next increase December 1, 2008.

With the entente, we were due to receive our pay raise with the start of the new academic year 2008-2009. This has not happened yet. Once we do get our retro pay based on the entente, it will represent the difference between our current weekly salary and our weekly salary with the 2% increase, multiplied by the number of weeks since the beginning of the semester we have not been receiving it.

Thus if you are to receive an additional \$1200 per year with a 2% increase, this is about \$25.00/wk or \$50.00/pay. If we get our increase by the end of October, about 10 wks from the start of the academic year, then we may receive \$250.00 retro. If it is by the end of November then it would be about \$350.00. These amounts are approximations simply to give teachers an idea of what to expect in the reasonable future.

In terms of salary, why is signing the *entente* significant?

The distinct benefit of signing the May *entente* is that over the duration of our contract, if we had stayed with the decree, each of us would have lost more than a thousand dollars relative to other federations, depending on our salary. The following table is reproduced from a FAC publication you received in September 2007 as we were preparing to enter ad hoc negotiations. These amounts identify what we have gained by signing the entente.

December 1, 2006 salary	Total loss as of December 31, 2010
\$40,000	\$1,270
\$50,000	\$1,590
\$65,000	\$2,065
\$70,000	\$2,266

Another way of expressing it is that the amounts in the table represent what we would have lost by the end of our contract relative to other federations, if the ad hoc negotiations had failed to achieve salary equity with other federations.

So that even though our retro pay may not be overly impressive, the cumulative financial benefit of the agreement achieved last May between FAC and the CPNC (*Comité patronal de négociation des collèges*) will be more significant over time.

Class cancellations

If you need to cancel your class, please call Dawson College: 514-931-8731 and dial the following extension number in your sector dean's office, leaving your name, the course number, section, and title of the class(es) being cancelled:

Ext. 1685: Science, Medical Studies & Engineering

Ext. 5108: Creative & Applied Arts

Ext. 1593: Social Science & Business Technologies (dedicated line for class cancellations)

As soon as you are back to work, you must fill out a Certificate of Absence form and give it to your sector dean, keeping a copy for your records. You may obtain this certificate from Human Resources in 4B.7, from your sector dean's office or you can download it using the following link:

http://dc11.dawsoncollege.qc.ca/dsweb/Get/Document-4230/cert_of_absence.doc

Remember that besides what you may have in your sick day bank, 7 sick days are made available to you at the beginning of every academic year (pro-rated for part-time teachers). If you are ill, you have a right to stay home to recuperate or to see your doctor. Just make sure that you have notified the college of your absence as soon as possible so that your classes can be officially cancelled.

Flu shots

The *Premed Clinique* will set up shop in our cafeteria to provide flu shots to teachers and staff. The shots will be administered on **Monday, November 3**, between 10:00 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. **All teachers should keep their receipts and submit them to Desjardins for reimbursement**