



Issue 444—January 30, 2009

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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. The DTU office is open from Monday to Friday, 9 a.m. – 12 noon and 1 to 5 p.m., where our knowledgeable Elisabeth can assist you with basic information and set up an appointment for you as needed, taking into account everyone's schedules. The schedule of our drop-in hours, when an executive member is available to answer your questions, will also be posted on our website at www.dtu.qc.ca and on our DTU office door at 8A.11.

	Monday	Tuesday	Wednesday	Thursday	Friday
9:00–10:00	Drop In		Drop In		
10:00–11:00	Drop In	DTU Executive Meeting	Drop In	Drop In	CRT Meetings
11:00–12:00	Drop In	DTU Executive Meeting	Drop In	Drop In	CRT Meetings
12:00–1:00	Office Closed	Office Closed	Office Closed	Office Closed	Office Closed
1:00–2:00	Drop In	Drop In	Drop In		
2:00–3:00	Drop In	Drop In	Drop In	Drop In from 2:30	
3:00–4:00	Drop In	Drop In	Drop In	Drop In	
4:00–5:00	Drop In	Drop In			
Evening			DTU Executive Council once a month		

Grievance Settlement- Conted and Provincial Elections

Did you reschedule your Conted class due to the **March 2007** provincial election? If your answer is yes, you have the right to be paid for it. As in the last December election of 2008, the college cancelled classes on March 26, 2007 and asked Conted teachers to reschedule their classes. The DTU filed a grievance because Conted teachers did not get paid extra for giving back their cancelled class of March 26 2007. In response, the College did decide to pay for rescheduled classes due to both 2008 and 2007 elections. If you rescheduled a Conted class in December 2008, you should have received a notice that you were to fill out a form in order to get paid, what you probably did by now.

In order to receive payment for a rescheduled class due to the elections in Winter 2007, you must also fill out a form and submit it to Human Resources.

The college will pay the amount owed to any continuing education teacher whose class of **March 26, 2007** was cancelled and rescheduled provided that the teacher presented a duly completed form detailing when the class was rescheduled. You can find the form at www.dtu.qc.ca/documents. (click form, tool and information – form name: Continuing Education Rescheduling Form) or at the DTU and HR offices.

Please Read the ADR Report

(Affiliation- Disaffiliation-Reaffiliation)

The DTU affiliation to FAC is currently under review. We need the input of as many teachers as possible as we evaluate the pertinence of our affiliation.

You were sent a comparison table of the structures and policies of FAC, FNEEQ and FEC, as well as a comparison of the current insurance policy benefits of each federation (www.dtu.qc.ca). We strongly encourage you to read through the information in the ADR

report as we need to decide whether we wish to continue our relationship to FAC, the *Fédération autonome du collégial*. A General Assembly will be called in mid-February to discuss the report and pros and cons of belonging to each of the federations which service college teachers in Quebec.

FAC was created 20 years ago when a group of Cegep unions broke away from FNEEQ-CSN as they were unsatisfied with a number of factors within the structures, processes and political orientations of the union central (CSN) and the federation which was part of it. Dawson was an active member of the creation of the new federation FAC. Presently, some of our members have questioned whether our continued affiliation with FAC still represents our best interests., We will need to have your thoughts, as teacher members of the DTU, on this important evaluation.

Keep Fit This Semester with Campus Recreation's \$45 All-Access Combo Pass!

New this semester is a \$45 all-access combo pass that can help all Dawson staff (including Faculty) to keep fit by allowing you to choose a variety of activities that suit your schedule for one fee! You can join up for Campus Recreation activities that range from pilates & yoga to weight training & Latin dance. For the activity schedule, location and prices (which already reflect a reduced rate resulting from a 50% Wellness Fund subsidy), go to Dawson Athletics' Campus Recreation web page:

http://dc37.dawsoncollege.qc.ca/athletics/index.php?option=com_content&task=view&id=300

Once you find the activities that appeal to you, please go to the PARC (Physical Education, Athletics & Recreation Centre) desk (1H.4) to register.

Teachers Duties and Availability

As you probably know, one of our many duties as regular teachers is to provide *encadrement (coaching)* to our students. A good

way to fulfill this obligation, but not the only one, is certainly to hold office hours. In providing *encadrement* there is no fixed minimum time and we all know that often teachers go far beyond their availability coaching their students. Please remember that Continuing Education teachers do not have to provide *encadrement*.

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.

Regular teachers are available to the college for 32.5 hours per week (pro-rata for part-time teachers) and our collective agreement requires us to be on campus “when our duties require it”.

If you are one of the few Dawson full-time teachers who also teach a class at Concordia or McGill, know that you do *not* need to fill an Exchange of availability form. You must, however, ensure that you are available to the college 32.5 hours every week respecting the availability rules:

Your availability has to be established for the semester, Monday to Friday between 8:a.m. and 11 p.m.

A minimum of 14 hours must elapse between the end of an availability period in one day and the beginning of the next availability period.

The availability period must take place within a 10 hour time span.

You will find more details under clause 8-3.00 “Provisions Regarding Availability” in our collective agreement.

If the college does question your availability, contact the DTU office (local 1799, room 8A.11).

Sick Bank

Last semester the College sent a sick bank statement to all faculties. Many of you communicated with the DTU seeking some

explanations that would help you understand the document and we feel it necessary to make the explanations available for all of you.

The first thing you need to know is that the sick bank status is calculated in hours and not days. By dividing the amount of hours by 6.5, you should get the equivalency in sick days.

How it works:

When a teacher is first hired, and only then, 6 sick days are put automatically in his/her sick bank. Then, at the beginning of each academic year, 7 sick days are added to the sick bank, which constitutes the *current sick bank* (sick days pro-rated for part-time teachers). At the end of the academic year, if the total of sick days in your total sick bank (*current and cumulative*) is equivalent to or less than 13 days, the unused current sick days are added to your cumulative sick bank.

As an example:

Pedro has just been hired in August and got a full-time contract (Lucky Pedro!!), and is sick only 2 days during the academic year; by the end of the year he will have 11 sick days remaining in his bank (6 days given at first hiring and 5 remaining days in the current bank). Since his bank is lower than 13, the 5 remaining days will be added to the total (11+5) and will end the year with a bank of 16 days. In fact, teachers cannot accumulate more than 20 days in their sick bank (except for very few teachers who still have sick days remaining from the old system).