



Special ADR Edition

TEN REASONS TO SWITCH TO FNEEQ

1. **With FNEEQ we have more power to negotiate better wages and working conditions.**
 - a) FNEEQ represents 37 Cegeps including John Abbott, Champlain St Lambert and St-Lawrence. FNEEQ has 14,000 Cegep teachers, four times as many as FAC. This gives it more clout in negotiation, a larger pool of teachers to form its executives and more financial resources.
 - b) FNEEQ is represented at the central table and therefore has a say in salaries, pensions, insurance and parental rights. FAC is not at the central table and must wait to hear what the central table has decided.
 - c) FAC is a small federation which takes on issues far beyond its powers. A pattern is set by FNEEQ and FAC tries to break the pattern. Given its size this cannot work. The 173 hours and the entente are examples of this strategy. Both cost us dearly. Some teachers lost thousands of dollars.

2. **FNEEQ would cost less and give us better union services.**
 - a) FNEEQ insurance costs \$563 less (for a salary of \$60,000). On the other hand, dues paid to FNEEQ are \$168 higher (for salary of \$60,000) so we would save \$395.
 - b) In some ways the insurance policies are better for FNEEQ. For example FNEEQ pays 80% of the first \$1000 of drug costs and 100% of costs over \$1000. FAC pays 80% of drug costs under \$4520. This saves about \$800 per year for those in FNEEQ with high medication needs. In many aspects the FNEEQ long term disability insurance is better. More details later
 - c) FNEEQ has 4 paid counselors for cegep grievances (CRT) 3 of whom are lawyers. They have many years of experience dealing with contract questions. The counselors are supported by two teachers with full time release who deal with staffing and evaluation of scholarship and experience. If the FNEEQ counselors have too many grievances they can get help from other FNEEQ counselors or the legal services of the CSN. FAC has 2 counselors elected from the members for two year mandates. One can only be reelected once. The other may be reelected indefinitely. FAC, therefore, has a regular turnover of counselors. As the learning curve is steep, it is more difficult to gain good advice regarding grievances.

3. **FNEEQ has a medical insurance policy for all retired teachers.** Until age 65 retired teachers can continue their insurance. After 65, for the cost of \$27 per month for an individual or \$53 per month for a family, a retired teacher with FNEEQ can add to RAMQ virtually all the protection held by a working teacher. This includes the same access to drugs as a regular teacher. The details of coverage and the rates are available in English on the FNEEQ website. FAC has no drug insurance after retirement. However, it does have insurance for other medical services. This costs \$29 per month for a single person under 65, \$39 for those 65-70, \$51 from 70-75 and \$58 over 75. FAC's insurance company, Desjardins, refused to send any printed material about the FAC plan describing rates. They are, however, willing to describe the rates orally on the phone to any FAC member who is considering retirement. We got the information by phone.
4. **FNEEQ has better services for new teachers.** For example, a major problem for new teachers is the evaluation of their scholarship and experience. This will become even more important as new teachers are hired to replace those retiring. Many of these teachers have degrees from different countries. This is a big concern for new teachers at Dawson. The person responsible for defending teachers' scholarship and experience at FNEEQ has worked full time for the last 8 years at the provincial committee which negotiates scholarship and experience. He has over 25 years of experience at FNEEQ with questions related to the contract.
5. **The DTU would have a stronger voice in FNEEQ than it has in FAC.**
 - a) In FNEEQ 60% of the colleges are large urban colleges. Therefore the problems of large urban colleges are taken seriously. In FAC only 33% are large urban colleges.
 - b) In FAC the smaller regional colleges make the decisions. In the main FAC decision making body, the Inter-union Council (CI), Dawson with over 800 teachers has one vote. So does a regional college with 30 teachers. In FNEEQ we would have three votes. Facing our possible disaffiliation FAC created a new body, the Negotiating Council (CN), to decide negotiation issues. There we will have two votes. So at FAC we have one vote in the CI or two in the CN. However, at FNEEQ we would always have three votes.
6. **There are advantages in the FNEEQ contract over the FAC contract.**
 - a. **Conted Teachers have advantages with the FNEEQ contract.** For example in the FNEEQ contract 450 hours gives one year of seniority. In the FAC contract 525 hours gives a year of seniority.
 - b. **In FNEEQ after 11 days colleges pay substitute teachers retroactively as part time rather than hourly paid.** In FAC teachers have to complete 15 days before this is done.
 - c. **In FNEEQ teachers are reclassified twice per year.** In FAC they are reclassified once per year. This means that a FNEEQ teacher who increases his scholarship does not have to wait an extra 6 months before his pay increases.
7. **The FNEEQ dental plan costs one third the cost of the DTU dental plan.** The FNEEQ cost is \$9.98 per pay for an individual, \$18.71 for a single parent, \$19.96 for a couple or \$28.69 for a family. At the DTU we pay \$32.51 per pay for an individual and \$77.87 for a family. There are differences in the plans. However, the DTU plan is a Dawson plan not a

FAC plan. This means that we can keep the current DTU dental plan if we change to FNEEQ. However, we could also choose the cheaper FNEEQ plan. More details will be provided later.

8. **In the FNEEQ contract there is no GOS.** FNEEQ was offered a GOS like FAC's. However, FNEEQ refused the GOS as a threat to priority for the least secure teachers. In the FNEEQ contract a teacher can refuse a course and keep his/her priority. In FAC, with the GOS, a teacher who refuses a course loses his/her priority. More detailed information will be provided later.
9. **FNEEQ has a significant and growing membership whose mother tongue is English.** John Abbott, Champlain St. Lambert and St. Lawrence are affiliated to FNEEQ. So are the hourly paid teachers at Concordia and the TAs at McGill. The CSN also has a growing membership of English unions. The result is that the translation facilities are continually being improved. Currently most, but not all, documents are translated.
10. **Both FNEEQ and FAC put considerable effort into pedagogy.** FNEEQ has 1.25 release time to divide up among the 4 teachers who are elected to their committee on pedagogy. FAC does not have a pedagogical committee but it has a person released to manage this dossier.

Signed: Jaleel Ali (Chemistry) Claude Arseneau (Fine Arts) Daniel Baril (Chemistry) Patrick Barnard (English) Omar Behar (Chemistry) Mark Blaker (Anthropology) Maria Di Stefano (Chemistry) Isabelle Dionne (Chemistry) Paul Duarte (Physics) Maryann Farkas¹ (History) Marta Fudakowska (Physical Education) Karen Gabriele (Medical Laboratory Technology) Jocelyn Guindon (Geography) Emile Hajjar (Business Administration) Mohammed Haniff (Chemistry) Stephanie Harrison (Chemistry) Stephen Holden (Chemistry) Matlub Hussain (Economics) Parviz Haggi-Mani (Mathematics) Louise Jarrold (Psychology) Fred Jones (Economics) Bob Keaton (Political Science) Jo LaPierre (History) Louise Levac (French) Silja Makinen (Chemistry) Joy Moore (Social Service) Greta Hofmann-Nemiroff (Humanities) Laurie Nixon (Religion) Brian Seivewright (Chemistry) Diane Shea (History) Richard Shoemaker (Physics) Alex Simonelis (Computer Science) Emmanuelle Simony (History) Peggy Simpson (Physics) Rodney Squire (Chemistry) Yoon-Seo Uh (Chemistry)

¹ Maryann Farkas' signature reflects her own individual position and is not on behalf of the DTU Executive

TEN FANTASIES ABOUT FNEEQ

It is to be expected in any debate that enthusiasm may overwhelm the desire to correctly represent the facts. There may be good reasons for the DTU to join FNEEQ but they don't include the reasons offered to date by ardent FNEEQ supporters at Dawson. Please consider the following:

1. **The assertion that FNEEQ has the power to negotiate better collective agreements than FAC has no basis.** Over the past 20 years since we left FNEEQ, there have been several rounds of negotiations and ample opportunity for FNEEQ to demonstrate negotiating superiority. In fact we have had FAC- negotiated agreements every bit as good as those negotiated by FNEEQ. Over those years FAC negotiated innovative features that were subsequently copied by FNEEQ. An example is the clause that permits a non-permanent teacher to combine regular and cont. ed. teaching to make up a full load and salary. It is the CSN, not FNEEQ, which sits at the central table during negotiations, but in fact the real financial decisions are made by the Treasury Board, with which FAC has direct relations.
2. **The claim that FNEEQ would cost less and offer better services is unsupported by the facts.** FNEEQ's dues are higher. The cost of health insurance is a combination of premiums plus benefits. FAC's premiums are slightly higher but the coverage is better. Hence the cost to an individual will vary with how she/he uses the plan. Similarly, FAC's long-term disability premiums are higher but the benefits are greater. In 2008 FNEEQ improved its plan to bring it up to the FAC standard, but that will cause its premiums to rise in future years. As to services, FAC's counsellors are supported by a legal firm on retainer while FNEEQ uses only in-house services. In the last 20 years FAC has won a long stream of arbitrations for DTU members and achieved many valuable out-of-court settlements.
3. **FAC does have a medical insurance policy for retirees.** The FNEEQ plan is significantly more expensive for retired teachers under 65 than FAC's plan. The comparison of annual costs, as determined by *Samson Groupe Conseil*, an actuarial firm employed as insurance consultants by FAC and the DTU, is:

	FAC	FNEEQ	FNEEQ Higher (Difference)
AGE 50-59			
Individual \$1000 drugs+\$1000 other	\$1481.12	\$1902.31	+ \$421.19
Family \$2000 drugs+\$2000 other	\$2962.01	\$4782.34	+ \$1820.33
AGE 60-64			
Individual \$1000 drugs+\$1000 other	\$1543.04	\$1902.31	+\$359.27
Family \$2000 drugs+\$2000 other	\$3086.33	\$4782.34	+\$1696.01
AGE 65-			
Individual \$1000 drugs+\$1000 other	\$1671.56	\$1597.24	+ \$74.32
Family \$2000 drugs+\$2000 other	\$3343.13	\$3194.50	+\$148.63

4. **The only evidence that is offered in support of the claim that FNEEQ has better services for new teachers is FNEEQ's participation in a parity committee on classification.** FAC and FEC also participate in the work of this same committee along with college representatives. This is technical work and all the committee members are very experienced. Their important collective work aids all teachers.
5. **The DTU has 14% of the vote in FAC's General Assembly and 7% in its Executive Council.** In FNEEQ the DTU would have less than 3% of the vote in the General Assembly and 5% in the Executive Council. This is not surprising as the DTU is one of 15 unions in FAC but in FNEEQ it would be one union among 37 public Cegep unions and one union among 78 unions in total, not to mention one union among hundreds at the CSN. Furthermore, it is important to recognize that large urban unions do not always agree. In 2006 when we voted on the entente to end the negotiations, the DTU voted in favour and our good friends and fellow FAC members at Vanier voted against, as did the large urban Ahuntsic and Vieux Montreal CEGEP unions in FNEEQ.
6. **The evolution of the FAC and FNEEQ contracts has been influenced by the gains each has made.** Hence an improvement in one has been copied by the other. Both current contracts contain small advantages over the other. In the case of FAC the advantages include the GOS, more chair release (additional 1.5 posts for Dawson) and more extensive teacher retraining possibilities when programs are revised.
7. **The DTU has expensive dental insurance because it is optional.** On several occasions the DTU membership was asked if it wanted obligatory dental insurance, which would be cheaper. On each occasion the General Assembly rejected the idea. **FNEEQ's dental insurance is cheaper because it is obligatory** and all DTU members would be obliged to have this coverage. This would mean increased costs for the majority of DTU members.
8. **While the GOS (General Offer of Service) could be improved, the alternative requiring non-perms to apply for each posting is inferior.** When Dawson used that system it ruined the vacation periods for non-perms, who were afraid to leave town and miss a job posting and hence the job.
9. Despite having John Abbott and the two Champlains as members since the 1970's, the **translation policies of FNEEQ and the CSN have been woefully inadequate over the years.** Perhaps the strong support of both organizations for the primacy of French is a factor?
10. **Over the years FNEEQ has shown very little interest in pedagogy.** A commitment to our role as teachers was one of FAC's founding principles. In recent years, following FAC's work in this area, FNEEQ has started to address it.

I am neither a FAC loyalist nor an anti-FNEEQ agitator. I am presenting these points in an attempt to keep the debate factually honest.

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