



Issue 448—March 17, 2009

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### General Assembly

The DTU has scheduled a General Assembly for **Thursday March 26**, starting at **11:45 in room 5B.13** (Boardroom). At this General Assembly, both federations, FAC and FNEEQ-CSN, have been invited to present and answer questions. Our affiliation/disaffiliation is a very important issue and it is your opportunity to hear directly from the federations.

### ADR

In the weeks to come, Dawson teachers will have to make an extremely important decision on our union affiliation. The DTU Executive Council of March 4, 2009, elaborated the following Critical Path for our reflection. The information process culminates with the General Assembly of April 14<sup>th</sup>, when we will have to decide on whether or not to hold a referendum on disaffiliation from FAC and affiliation to FNEEQ. Please participate in the process and inform yourself on the issues, by reading the Owl Hoots ADR Special editions and coming to the upcoming General Assemblies, especially, to the decisional General Assembly of April 14.

### Critical Path for ADR decision

<b>March 26</b> 11:45-2:00 <b>5B.13 Boardroom</b>	Information <b>General Assembly</b> with 2 federations, FAC and FNEEQ, presenting and responding to questions. 30 minutes given to each federation.
<b>March 30</b> <b>5B.13 Boardroom</b>	<b>Insurance Information Session</b> 2-3 p.m. FNEEQ presentation ( <i>La Capitale</i> ) 3-4 p.m. FAC presentation ( <i>Desjardins</i> )
<b>March 31</b> <b>5B.13 Boardroom</b>	<b>Insurance Information Session</b> 1-2 p.m. FAC presentation ( <i>Desjardins</i> ) 2-3 p.m. FNEEQ Presentation ( <i>La Capitale</i> )
<b>April 6</b> 2:30 -5:00 <b>4C.1</b>	<b>General Assembly:</b> Members can present their positions and discuss. FAC will be given 10 minutes.
<b>April 14</b> 11:45-2:00	<b>General Assembly:</b> Members can present their positions, debate and vote on whether to hold a referendum for disaffiliation
<b>April 14-15-16</b>  <b>Vote if needed</b> <b>Upper Atrium</b>	If the GA of April 14 decides to hold a referendum vote, a 2 and 1/2-day vote will take place starting at this same General Assembly.  <b>Vote:</b> <b>Tuesday April 14 - until 7:00 p.m.</b> <b>Wednesday: April 15 - 10:00 a.m. to 7:00 p.m.</b> <b>Thursday : April 16 - 10:00 a.m. to 7:00 p.m.</b>

## Insurance Information Sessions

In response to the many questions teachers have regarding the insurance policies of FAC and those of FNEEQ, the DTU is organizing 2 insurance information sessions to which active teachers, soon-to-be-retired teachers and retired teachers are welcome. At these information meetings, insurance specialists from FAC and from FNEEQ will each have up to an hour to present relevant insurance information and answer questions from participants. The insurance sessions will be held on March 30 and 31 in the Boardroom (5B.13).

Monday, March 30, 2009 - Boardroom (5B.13)	
2:00 – 3:00 p.m.	FNEEQ Insurance Presentation <i>La Capitale</i>
3:00 – 4:00 p.m.	FAC Insurance Presentation <i>Desjardins</i>
Tuesday, March 31, 2009- Boardroom (5B.13)	
1:00 – 2:00 p.m.	FAC Insurance Presentation <i>Desjardins</i>
2:00 – 3:00 p.m.	FNEEQ Insurance Presentation <i>La Capitale</i>

Some of the questions that relate to insurance premiums and benefits are very particular or specific, especially in the context of affiliation/disaffiliation. We encourage any teachers significantly concerned about these matters to attend the information sessions and to present their queries to the insurance experts from each federation.

## Owl Hoots: Special Editions

In order to facilitate the discussion on our union affiliation, the DTU Executive has opened the pages of the Owl Hoots to members for this period. The Owl Hoots: Special ADR Editions is published a maximum of 2 times a week. We invite all members to submit their reflections to the DTU executive for publication via email at dtu@aei.ca. In order to create a respectful environment for discussion and to facilitate the publication: the DTU Executive has established certain rules:

- Each article must be submitted in electronic and print-ready format

- Each article must be a maximum of 1,000 words
- Each article must be signed by the teacher(s), with the department(s)
- There must be no attacks against individuals
- There will only be one article from any one author in each issue.

The DTU has also invited the two federations (FAC, FNEEQ-CSN) to submit articles for two Federation Editions of the Owl Hoots. They will be published on March 23 and April 7. Look for them in your inboxes and mailboxes.

## Grievance Won in Arbitration !!!

In February the DTU went to arbitration for a grievance concerning the adjustment of the scholary for non-perms. Our collective agreement states that the reclassification of professors shall be done once per year (clause 6-1.06). The DTU argued that this clause did not apply to non-perms, but only to permanent teachers. In fact, we insisted that every time non-perms sign a contract they should be considered “new teachers” and, as such, be given 30 days to submit any new scholary as per clause 6-3.02. The arbitrator decided that our argument was completely right and that the college was wrong in their application of the collective agreement.

## General Offer of Service (G.O.S.)

April is the month in which teachers *must activate their hiring priority*. In the regular sector, this hiring priority is activated by submitting a G.O.S. in April for any work coming up in the next academic year. If you forget to submit your G.O.S. in the month of April, you lose your hiring priority for the next academic year.

### Continuing Education hiring priority

In Continuing Education, the hiring priority is activated by applying to each posting individually. If you do not apply to a posting, you lose your hiring priority for that posting.

Unless a specific restriction is indicated on their contract, once a Cont Ed teacher **accumulates 3 years of seniority, their seniority can be transferred to day workload hiring priority provided that they had submitted a GOS in April.** So if you are a Cont Ed teacher with almost 3 years seniority you should **submit a GOS in April.**