



The OWL HOOTS

Holiday
Edition

Issue 507 – December 5th 2012

DTU HOLIDAY OFFICE HOURS

The DTU Office closes Thursday Dec. 20th 2pm
The DTU Office reopens Tuesday Jan. 8th 2013

HOLIDAY HOURS:

Tues. Jan. 8th to Fri. Jan. 11th 2013 10am – 4pm
Regular hours (9am-5pm) begin on Jan. 14th 2013

For any **urgent matters** please
contact us by e-mail at **DTU@DTU.QC.CA**

ONLY ONE DEADLINE FOR SUBMITTING GRADES

The grade deadline for the Fall 2012 term is therefore
December 31st, 2012.

Remember **THERE IS ONLY ONE GRADE
DEADLINE FOR ALL TEACHERS** (with or without
exams held in the exam period). The college however cites
two different grade submission deadlines.

Of course, if you do finish your correcting ahead of the
deadline, then submitting your grades as soon as you
reasonably can does facilitate the processing of grades.

THE SALARY GAP

It is a good thing that we received an increase of 0.5%
retroactive to June 2012. We need it. A study by the Institut
Statistique de Québec (ISQ), courtesy of FNEEQ, shows
that at the beginning of our career as teachers we receive
30-60% less than those with similar education levels. The
gap decreases to 15%-49% by the time we retire. Much
better.

So be happy with the 0.5% increase but don't spend it in
one place. And think ahead to the next negotiations.

HOLIDAYS & TRANSFER OF AVAILABILITY

Christmas Day (December 25) and New Year's
Day (January 1) are statutory holidays for teachers.

**Aside from that, there are no winter holidays,
and regular sector teachers remain available to
the college.**

If you are away marking and preparing during the
inter-semester holiday period you should give
appropriate contact information to your chair so
you can be reached if needed be (phone or e-mail).
If your plans include traveling far enough that you
will not be available to the college, make sure to
submit a *Transfer of Availability* request to your
Sector Dean.

Continuing Education teachers do not have to be
available to the college outside their hours of
teaching since they are only paid for their teaching
hours.

STATUTORY HOLIDAYS

Tuesday December 25th 2012
Tuesday January 1st 2013

TRAVEL INSURANCE

Remember: travel insurance and trip
cancellation insurance is part of our *La
Capitale* insurance package.

0.5% SALARY INCREASE

The 0.5% salary increase, retroactive to
June 2012 should appear on your
December 20th 2012 pay.

SMALL LOCAL VICTORY FOR CONTINUING EDUCATION TEACHERS

At our last DTU executive council meeting, concerns were raised regarding question 10 on the continuing education teacher evaluation form:

"The teacher was available for individual consultation"

At that time, the executive council voted unanimously for the removal of the question because it suggested that teachers were obliged to meet with students outside of class hours. The contractual duties of continuing education teachers - hourly paid teachers - at the College are stipulated in article 1-2.11 of the Collective Agreement:

A professor hired with this specific title by the College who in addition to teaching classes, corrects and supervises examinations and classwork in the discipline being taught.

The DTU brought the concerns of the DTU executive council to the attention of the College, who agreed to remove the question from the form.

REPORT ON WHITE POPPIES CAMPAIGN

On November 1st, 2nd and 5th, the DTU's Solidarity Committee with the support of the DSSU and the DSU organized a three day White Poppy campaign to promote awareness about the terrible consequences of war.

The White Poppy campaign was initiated in England by the Cooperative Women's Guild in 1933 to commemorate the tragic loss of *all* human lives during war campaigns. Research by the CWG helped to illuminate the socio-economic and political circumstances that not only lead to wars, but also perpetuate wars.

A group of dedicated teachers and students contributed their time to distribute White Poppy's to the Dawson community. A total of \$274.00 was collected, with proceeds going to *Le Collectif Échec à la guerre*, a non-governmental organization who work internationally to promote justice, equity and solidarity; who oppose all wars of aggression, and the imposition of imperialist actions on vulnerable nation-states.

RECENT UNION VICTORIES

Shawinigan: Striking teachers get repaid for strike days

The college cannot reschedule classes missed because of a teachers' strike without extra pay for all the teachers. Teachers at Collège de Shawinigan had their pay docked for 5.5 legal strike days. However the college altered the academic calendar to reschedule these lost days which were then made up. The teachers got no extra pay for these extra class days. The arbitrator reversed this and ordered the teachers paid.

Teachers have other duties to perform during non teaching days. Forcing them to teach outside of the normal academic calendar requires that teachers perform these other tasks in the evening, on weekends or on their holidays. Therefore they must be paid for days which are made up after a strike

Outaouais: Continuing Education teachers across Quebec get greater access to regular sector teaching

With three years of seniority, continuing education teachers gain priority for a charge in the regular sector. However, until recently this required that they be hired by a regular sector hiring committee. Since 2007 it has been practice at Dawson College to have only one hiring committee (for regular sector and continuing education), but this was not the case in many cegeps. The result was that continuing education teachers in many cegeps did not have regular sector priority despite having 3 years seniority.

An arbitrator at Outaouais recently decided that the composition of the hiring committee does not affect priority, the cegep was ordered to grant regular sector priority to all continuing education teachers with 3 years of seniority.

A LIMITED RESTROSPECTIVE ON THE STUDENT STRIKE: NO IMPACT ON TEACHERS' SALARIES

Despite the fears of some teachers about the impact on teachers of a student strike some elements have become clear.

- No teacher lost salary as a result of the strike, despite its length of over 4 months.
- Hourly paid teachers were paid for all courses they did not teach during the strike as no classes were cancelled because the government refused to recognize the strike. When the courses were made up, hourly paid teachers were paid for these extra courses at their regular rates.
- Regular sector non-permanent teachers were also paid throughout the strike and also received extra pay for courses taught to make up days lost to the strike.
- Permanent teachers were paid throughout the strike but will not receive any extra pay for made up classes. However, they will receive their full vacation time next summer.

Certainly it has been difficult for teachers to make up the lost days and then almost immediately begin the next semester. However, there were no financial losses.

Students at Dawson and across the province benefited from the student strike as the 2012 increase in tuition was cancelled and it is likely that any future increases will be less than originally announced by the former Liberal government.