

The OWLHOOTS

Newsletter of the Dawson Teachers' Union Executive

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Dawson Teachers Union

6 Strike Dates Announced

The Common Front has announced its plans for how unions will exercise their 6-day strike mandates. Dawson College unions, along with Montreal/Laval Common Front unions will hold their first day of strike on **Thursday October 29th**.

Dawson Strike Dates:

Thursday October 29 (regional, Montreal/Laval)
November 16, 17 (regional, Montreal/Laval)
December 1,2,3 (Quebec-wide)

Information regarding strike rules of participation and strike pay will be outlined at the upcoming October 15th general assembly and will be communicated to all members shortly.

Volunteers needed

Contact the DTU at dtu@dtu.qc.ca if you would like to volunteer for tasks related to strike preparation. Tasks may include banner-making, communication, picket line coordination, etc.

General Assembly

15 October, 3:45pm
3rd Floor Cafeteria

to discuss **pressure tactics** and **strike** protocols

General Assembly October 15th

Strike participation rules & upcoming pressure tactics to be discussed

An important General Assembly will take place at 3:45pm next Thursday, October 15th in the 3rd floor cafeteria.

Possible pressure tactics

The General Assembly will be asked to discuss and decide upon a number of possible pressure tactics and work-to-rule measures leading up to the strike days later in the month.

We urge all members to attend the GA and inform themselves of the GA's decisions concerning these measures

Several cegeps have already taken positions on a variety of pressure tactics including the boycott of many administrative and/or volunteer tasks.

Strike procedures

Detailed instructions regarding rules of participation will be presented at the meeting. Sign-up sheets will be available for various strike duties.

Reminder to teachers accompanying students on out-of-province class trips

Teachers are not covered under their FNEEQ travel insurance when accompanying students

Teachers may recall that on January 1st 2015, a modification to the definition of travel was introduced to our travel insurance. It is very important for all teachers traveling with students to understand the consequences of this modification.

All teachers traveling outside of their province of residence, accompanying students while exercising their duties will NOT be covered by *La Capitale* for travel insurance for the duration of the class trip.

The College has a responsibility to cover the costs of teachers travelling as part of their work duties. Teachers however, should contact their Sector Dean before the trip in order to make necessary travel insurance arrangements.

Teachers should not accompany students on class trips without health insurance provided by the College as well as proof of coverage.

PED Day

Is attendance mandatory?

Participation in PED days organized by the College is listed as a duty of regular sector teachers. However, attendance at PED day is only required if you are normally available to the College on Fridays.

If you teach classes, hold office hours, or have a departmental meeting block on Fridays then you are available to the College on Fridays.

Although teachers available to the College on Fridays must participate in PED day this does not mean that they must attend a session in every time block. Teachers have the freedom to select sessions that they deem to be beneficial to their professional development.

Determining your Availability

Periods of availability to the college must respect the following rules:

- must include all teaching blocks and meeting blocks
- must be between 8am and 11pm (Monday - Friday)
- is normally 6.5 hours a day
- minimum of 14 hours between end of availability one day and the beginning of availability the next day
- availability on a single day must be completed within a 10 hour period

Continuing Education teachers

Continuing Education teachers are free to register for PED day sessions but have no obligation to do so.

The DTU's position on self-assessments

It is the time in the semester when many of our teachers will be receiving a visit from a representative of the Teacher Evaluation Office in their classrooms.

Part of the teacher evaluation rests on the teacher's self-assessment which the DTU does not consider to be a contractual obligation.

Nonetheless, only teachers who have had a full-time workload, two 0.5 workloads in the span of two years or who have more than 1.5 years of seniority, have the right to grieve a withdrawal of priority (dismissal).

If a teacher has not yet met the conditions required in order to acquire the right to grieve a dismissal, we recommend that they complete the self-assessment, because the refusal to do so may be used against them.

Conversely, teachers who have the right to grieve a withdrawal of priority are advised not to complete the self-assessment as it is not a contractual duty.

We advise any teacher who decides to complete the self-assessment to rate themselves no lower than five and certainly as high as six on the student questionnaire portion of the evaluation. We recommend that they focus on their best attributes in the written comments section of the self-evaluation.

Fall semester important deadlines

15 October 2015

Deadline to apply for a **personal leave** for the Winter 2016 semester (requires a full-time workload for the year and 3 years of seniority of two full-time annual contracts)

15 November 2015

Deadline to apply for participation in the **Voluntary Workload Reduction Program** for the Winter 2016 semester (requires a full-time workload for the year and 3 years of seniority)

1-30 November 2015

Period for **changing** (increasing or decreasing modules and/or opting in or out of dental) **insurance coverage**. In order to decrease coverage a teacher must have had the same coverage for 3 consecutive years.

Repercussions of possible strike on transfers of availability

The DTU Executive has responded to the Director General's Memo of 7 October which indicates plans to cancel Transfers of Availability and possibly extend the semester.

Past strike actions have not required extensions of the semester nor have they necessitated the cancellation of Transfers of Availability. We see no reasons for the administration to proceed with these measures.

For further clarification, the DTU refers teachers to our response to the DG Memo mentioned above.

