

March 2021



# UNION MATTERS

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## A Message from our Interim President

*Maureen Murphy-Fricker*

With the vaccine roll-out ramping up and more Canadians getting their shot, you may be wondering what the fall semester will look like. The simple answer is—we don't know. Not yet, anyway.

Meanwhile, as faculty gear up for a fall semester that might include a partial return to campus, faculty may be asked to envision what future teaching might be like post-pandemic. As a result, they might be considering different approaches, including hybrid courses with non-scheduled hours, like 2 hours in class (Zoom or classroom) and 1 hour non-scheduled. We must consider flexible and accessible course options, but those options must also rest within the CA. Article 11.01 B 2 states that "A *teaching contact hour* is a College scheduled teaching hour, assigned to the teacher by the College. Regardless of the delivery mode, courses shall be deemed to have the same number of teaching contact hours as they would if taught entirely in the classroom or laboratory." Whether a course is fully in-class (face to face or virtual), hybrid, or fully online, the teaching contact hours must remain the same on your SWF.

Always check your SWF to make sure you are being credited for all teaching hours, regardless of the delivery mode.

A few reminders:

Our current Collective Agreement expires September 30, 2021. At our *General Membership Meeting* of February 24, our members voted on their top demands to send to our provincial bargaining committee. That committee is gathering demands from every college in the province, and will finalize them during the *Final Demand Set Meeting (Provincial)* to be held on Apr. 9-10, 2021. Representatives from Local 237 will be at the meeting and will report back on the results.

Want to talk? Join us via Zoom drop-ins every Wednesday from 1-2 pm. You will find the Zoom link and password posted to the website at [www.local237.ca](http://www.local237.ca) under *Office Hours*. If you have an urgent question meanwhile, email [letterbox237@gmail.com](mailto:letterbox237@gmail.com). One of our officers will respond.

## OPSEU Equity Committees

OPSEU has numerous committees to represent the interests of our members. Below is a list of Region 2 contacts and committees for OPSEU members:

[Rainbow Alliance Committee](#) Aiden Cabral and Victor Santiago  
[Provincial Women's Committee](#) (PWC) Vikki Poirier, Local 238  
[Provincial Young Workers Committee](#) (PYC) Erin Warman  
[Human Rights Committee](#) (PHRC) Shannon Nolan  
[Indigenous Circle](#) Chris Koptie

[Coalition of Racialized Workers](#) Coral Waul  
[Provincial Francophone Committee](#) presently vacant  
[Disability Rights Caucus](#) presently vacant  
[Retired Members Division](#) Ed Faulkner

## What's your plan for PD?

*Paula Crooks, Brantford Campus Steward*

Professional development is an important part of our job. It keeps us up-to-date, it keeps our courses fresh, and it allows us to explore new ideas that ultimately make us better teachers. PDEV workshops and courses are important for professional currency, yet *are in addition* to these 10 PD days.

The Collective Agreement states

- That the College shall allow each teacher at least 10 working days of professional development in each academic year. (CA 11.01 H1) (The academic year goes from September to August)
- That the 10 days shall include at least one stretch of 5 consecutive days. (CA 11.01 H2)
- That arrangements for PD are made following discussion between the supervisor and the teacher who should come to an agreement about what to do. (CA 11.01 H3)
- That the employee may be reimbursed for costs associated with such professional development. (CA 11.01 H4)

PD should not be spent designing or updating courses, developing new programs, or doing other college work. This time is for *your* development. Think about what you would like to do—read, attend conferences, network with industry professionals (to name a few)—and talk to your supervisor or chair.

## Using Conference Season to Maximize your Professional Development Days

*By Anthony Piscitelli, Doon Campus Steward*

My title may be Professor but I know in my heart I will always be a student. I love learning new things. When I finished my doctorate my wife sighed in relief now that schooling was finally done. Six months later I was asking her about a professional development program!

With this backdrop in mind, it will come as no surprise that one of my favorite things about working at Conestoga College is the ten days for professional development that all full-time faculty receive. Every year I look forward to planning how I will use them. In past years I have used the time to volunteer, host a mini-writing retreat, and attend conferences.

This year, with COVID19 making travel impossible, I am planning to maximize my ten days to attend conferences. Since they will all be held virtually, I will be attending five conferences for less than I normally spend to attend one! My research is focused on non-profit and co-operative financing and governance, so I've picked the following four to attend: the *International Co-operative Governance Symposium* (June 17-19), *Canadian Political Science Association* (June 7-1), *Association for Non-Profit and Social Economy Research* (May 27-29), *Canadian Association for Studies in Co-operation* (June 2-4), and *Canadian Society for Ecological economics conferences* (May 27-29). If you are interested in these topics, you may find any of these conferences worthwhile as well. The price on each of them has been dropped quite dramatically, plus you will not need to spend money on travel and accommodations.

The *Canadian Society for Ecological economics conference* is a particularly good deal at only \$30 to attend!

Those of you in the social sciences will be aware of *Congress of the Humanities and Social Science* (May 27 to June 4) or just Congress as everyone calls it. For those unfamiliar, Congress is not just one conference but instead dozens of little conferences that come together to co-host their conferences at the same university. Congress itself also puts on many great events focused on teaching, professional development, and big thinking topics. (Two of the conferences I will be attending are part of Congress). This year Congress has a special offer where for just \$25 you can attend the Congress-specific events.

I would also like to share a bit about a few other conferences I have heard good things about, but never attended myself:

*The Society for Teaching and Learning in Higher Education* (June 7-11) is being run as an unconference this year. This is a great conference if you want to talk about the latest in teaching at the post-secondary level.

*The College Association for Language and Literacy* or CALL (May 29) is hosting a conference for those who teach English, Communications, Literature or ESL/ELS at the college level. An added bonus, CALL is recognized by TESL Ontario and qualifies for TESL professional development hours.

*Teaching Culturally and Linguistically Diverse International Students in Open or Online Learning Environments* (June 17 & 19) is a research symposium being hosted by the University of Windsor. This will be a great conference to attend for those that want to learn more about how to effectively teach international students.

We would love to hear from you! What conferences are you attending this year? What is your favourite conference to attend and why? Are you presenting at a conference? Please complete this [short survey](#) about the conferences you attend. We will share some of your favourites in our next newsletter!

### **And Finally...**

What would you like to see in your *Union Matters* newsletter? Would you like to contribute an article to the newsletter? Please use this [link to a response form](#) to let us know what you think.



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Conestoga College

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