



COORDINATOR CONUNDRUM



Inside this issue:

- Coordinators Assigned to Evaluate Faculty
- Coordinators: What To Do and What Not To Do

Local 110 Demand Setting Meeting
Wed November 26 2008 4pm Room D1032



President's Message

Dear Colleagues,

As you see by this issue, we are concerned about the already over-loaded coordinators being assigned to do work that belongs to management. When coordinators engage in evaluations or feedback sessions that are communicated or given to management, they should be aware of the fact that these evaluations are used to determine whether or not an employee is given another contract. To lose your livelihood is the most extreme form of discipline. Discipline is clearly not the function of Coordinators (see pg. 29 of the Collective Agreement).

The Local is clearly not interested in interfering with the mentoring process of PT, PL and sessionals. We are objecting to coordinators participating in a process that results in the disciplining of colleagues and causing them to lose their jobs.

That said, we encourage faculty to provide support, advice, and feedback to all colleagues whether part-time or full-time. However, passing the evaluation on to the Chair crosses the line. The job of evaluation is the function of the management.

In this issue, we also have the first of a series of articles on Academic Freedom, an area where we hope to make gains in the next round of bargaining.

In solidarity,

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Paddy Musson, President OPSEU 110



The Watchdog: Your SWF

Are you getting credit for your work?

Have you ever taken a minute to think about all the work you do in your job? At the College, at home, in the community.

Four years ago we asked faculty across the system to keep detailed diaries. When teachers did their diaries, they were surprised to see just how much work they did. One replied, "No wonder I am so tired!"

The SWF was designed to capture all the work you do. You are the only one who knows how much time it takes. Communicate that to your Chair.

If you take extra time to meet the directions on green forms for students, capture it. If you do committee work, capture the time for the meeting and the prep and follow through.

To help you focus, we have provided a sampling of complementary functions found on Fanshawe Standard Workload Forms (SWF's).■

COMPLEMENTARY FUNCTION	HRS.
ABORIGINAL EDUCATIONAL	
APPLIED RES. ECON INITIATIVES	3.0
ASSESSING POLICY & ISSUES	
AWARDS SELECTION COMMITTEE	0.5
BRIDGING FOR NEW PROGRAM	3.0
C.D. GRAD.CERTIFICATE PROG.	6.0
CAPSTONE CONSULTANT	3.0
COLLEGE COUNCIL	0.5
CONSULTANCY CLIENT INTERVIEWS	3.0
PROGRAM DEVELOPMENT	3.0
COORDINATOR	12.0

COURSE AUDIT	3.0
COURSE LEADER	
COURSE MASTER	2.5
COURSE RE-DEVELOPMENT	3.0
CURR. DEV. POSTGRAD COURSE	15.0
CURRICULUM DEVELOPMENT	
CURRICULUM REVIEW MEETINGS	0.3
DIV/AREA/PROGRAM MEETINGS	0.7
DIVISIONAL MEETINGS	0.3
EAP	0.1
H.R.D.C BUSINESS GRANT IMPL.	2.0
HEALTH & SAFETY INSPECTIONS	1.5
HEALTH AND SAFETY, WHMIS	0.3
I.F.S. COMMITTEE	0.5
INTERNATIONAL INITIATIVES	6.0
INT'L TRADE RESEARCH	
ITY PROGRAMMING CONTEST	1.0
JOINT HEALTH AND SAFETY CMTE.	9.5
LIAISON FOR COURSE AAAAXX	1.0
LIAISON-INSURANCE INSTITUTE	
LIAISON WITH CONTINUING ED	
MENTEE NEW PROFESSOR	1.0
MENTOR FOR NEW PROFESSOR	1.0
OCCUP COUNCIL	0.5
ONLINE PROGRAM DELIVERY	2.5
ONTARIO MKTG COMP. - O.C.M.C.	
PROGRAM/DIVISION MEETINGS	0.6
PLAR	
PROFESSIONAL DEVELOPMENT	
P.D. WINDOWS VISTA/OFFICE 2007	1.0
PROG. MAPPING/CURRICULM REVIEW	4.0
PROGRAM AND TEAM MEETINGS	0.3
PROGRAM MEETINGS	0.5
PROGRAM MEETINGS (XXX & XXX)	0.8
PROGRAM/DIVISIONAL MEETINGS	0.6
SCHOOL MEETINGS	0.3
SECONDARY SCHOOL LIAISON	2.0
STRATEGIC PLANNING CMTE.	1.0
STUDENTS WITH DISABILITIES	0.3
TEACHING CIRCLES	0.5
TRAVEL (FIELD STUDENTS)	0.8
TRAVEL TIME WOODSTOCK	2.0
TUTORING - COURSE AAAAXXXX	2.0
UNION STEWARD	0.3
W COMMITTEE	5.0

Cover Story: Coordinators

Chair Delegates Management Duties to Coordinators

Coordinators in one of the Schools at the College have been directed by their Chair to evaluate non-fulltime faculty.

This delegation of management duties was raised by Professor, Local 110 President and Steward Paddy Musson at a recent monthly meeting of the School.

The Collective Agreement (CA) Article 14.03 A3 states:

It is understood that coordinators do not have responsibility for the disciplining of teachers in the bargaining unit.

“Coordinators are members of the bargaining unit and it is not appropriate for them to be assigned a function that clearly belongs to the manager,” Musson said.

Affected faculty are being asked if they wish to have the Coordinator’s evaluation sent to the Chair or not. “It is quite likely that a Professor’s decision to not forward their evaluation will be seen in a negative light,” said Musson, “and that as a consequence their contract would not be renewed.”■

Time, Steps Cut for Coordinators

OPSEU Local 110 is warning Coordinators that their complementary function hours or Step designation may be arbitrarily adjusted by the College.

For example, a review of Standard Workload Forms (SWFs) in the School of Design revealed a Coordinator position that is now credited for 8 hours per week as opposed to 10 hours per week in the Fall of 2007.

“The Union urges all new and existing Coordinators across the College to check their Complementary Function hours against what was allocated previously and against the actual hours they work each week,” said Darryl Bedford, the Union Co-Chair of the Workload Monitoring Group (WMG). “If you find any discrepancies, you need to refer your SWF to WMG.”

“Coordinators should also check their Step allowance,” added Bedford. “It may not match what their predecessor received or what their peers are getting for similar work.”

Concerns about Coordinators are being raised throughout the system. At a Mohawk College joint professional development session, participants expressed concerns about the amount of work required of Coordinators and the lack of recognition and appropriate compensation for their work¹.■

¹ *Examiner*, October 2008, OPSEU Local 240, Mohawk College Faculty Union

Cover Story: Coordinators



Coordinators should...

- have SWFs that reflect the hour-for-hour actual workload
- keep a log of your time, you might surprise yourself
- have the correct Step 1 or Step 2 box checked on their SWF and be paid accordingly
- if you are a new Coordinator, ask to be mentored
- receive time for mentoring new full-time or part-time faculty as applicable
- refer their SWF to the Workload Monitoring Group (WGM) if it does not accurately reflect their workload hour-for-hour■

What you can do

- if you are a new Coordinator, check your Step level and complementary function hours against that of your predecessor, keeping in mind that they probably didn't receive proper credit either. If there are any discrepancies, the Local will work with you to achieve acknowledgement for the work you do
- **in the next week, the Local will e-mail all coordinators a template for a logging diary**
- **provide feedback and suggest contract improvements at the Local 110 General Membership Meeting on November 26 2008■**



Coordinators should not...

- not accept work that belongs to management, for example evaluation
- not do support staff work
- not evaluate, formally or informally, a fellow faculty member's teaching. This would include soliciting and/or accepting subjective information from students regarding another professor's teaching
- not intervene in disputes between faculty and students unless requested by both parties
- not intervene in disputes between faculty and administration unless requested by both parties
- not use their influence with administration to arrange preferential or punitive treatment of faculty members (e.g. course assignments)
- not dictate behaviour (academic and otherwise) to other faculty■



Local 110 News

no name newsletter Wins Awards

At the 2008 OPSEU Newsletter Editors' Weekend, the no name newsletter won awards for:

Best Humour Piece for *They Did WHAT?!*



Best Feature for *Fleck Strike* written by Paddy Musson which was published online at www.opseu110.ca



Win a 7-Day cruise for two in the Southern Caribbean this winter!



Get out there.®

OPSEU, in partnership with its suppliers, are offering members a chance to win a sunny vacation this winter.

To enter, surf to www.opseu.org/wincruise

Contest open to signed-up OPSEU members only. If you are Partial Load (7 to 12 hours per week) you need to sign a card at the beginning of each contract. If you are unsure if you have signed an OPSEU membership card, contact the Local office at extension 4205 or by e-mail union@opseu110.ca.

Contest closes Dec. 5, 2008.

Bill 90 Update

Part-time workers in Ontario's colleges have won their long quest for the right to unionize. Their next step is to get certified with OPSEU.

Ontario Lieutenant Governor David Onley has given Royal Assent to Bill 90, the amendments to the *Colleges Collective Bargaining Act*, ending more than 35 years of discrimination against part-time workers.



OPSEU President Warren Thomas (Smokey) called it a "momentous victory" for part-time workers.

"We know that it was through the collective efforts of thousands of full timers and part-timers that we succeeded in righting this historic wrong," he said. "Now that the part timers' bargaining rights are secured, we are determined to welcome them as OPSEU members."

This win did not come without costs. The government bill took away significant protections for students and for members of the bargaining unit. The legislation forces the part timers into separate bargaining units

where it will be more difficult to close the gap in wages and benefits. Even with this restriction, we will be working with our part time colleagues for their success.

Over the past four years OPSEU has committed more than \$4 million to a campaign for union rights for an estimated 17,000 part-timer workers, including the formation of the Organization of Part-Time and Sessional Employees (OPSECAAT).

The Union will be re-filing under the new Act. If you have Part Time or Sessional colleagues who didn't sign an OPSEU card, please sign them up. Cards are available in the Local 110 office room D2018.



For full information about the OPSEU drive to win union rights for part-timers and sessionals at Ontario's colleges, visit www.collegeworkers.org or call 1-866-811-7274.■



GOING GREEN Tip #2

Bottled Water

You may have been following the public debate on the use of disposable water bottles. OPSEU is in the process of phasing out private water and supporting water as a public service. Here's why:

"Public services must not be provided by private firms or individuals whose profit-seeking priorities and lack of accountability are incompatible with public services." *OPSEU Policy Manual, Section 23.1 General*

"OPSEU will support and continue to promote efforts to bring privately-controlled water facilities under public control and promote increased transparency and public accountability of waterworks already under public control."
OPSEU Convention 2002



Questions OPSEU Asked to Develop its Position

1) Is drinking water a publicly-provided and delivered service? **Yes.**

2) Do private firms have profit-seeking priorities in the sale of bottled water? **Yes.**

3) Is the bottled water industry accountable to the public? **No, they are accountable to their stockholders.**

4) Is bottled drinking water tested by government laboratories? **No**

5) Is the drinking water "industry" compatible with municipal water? **No, in fact some companies will bottle the very same municipal water.**

6) Is bottled water a form of privatization of a public service? **Yes.**

Here's what you can do:

- Use municipal water instead of purchasing water.
- Have your own tap water at home tested for lead content.
- Discourage the use of private water including bottled water and water coolers at your workplace.
- Purchase a hygienic reusable water bottle (e.g. stainless steel) ■

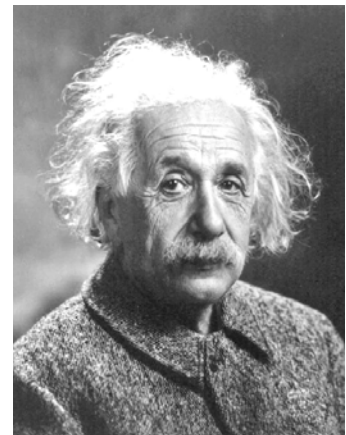
If you prefer to save paper, let us know by e-mailing union@opseu110.ca and we will stop sending you a paper copy of the **no name newsletter**. You will then only receive it electronically.

Welcome New Members

We have some new full-time members and we are making preparations to welcome them (or in some cases, welcome them back) to OPSEU. We are pleased to announce that the pressure of filing staffing grievances has resulted in more hires than we have ever seen in a single year. We have a total of 41 new hires with 21 retirements for a net gain of 20. This is reason for celebration as previous years were negative or insignificant gains. Dinner invitations have been extended to our new members:

Francesca Ranalli-Atherton, Contemporary Media
Mark Boyd, Building Technology
Gary Curtis, Building Technology
Henry Galant, Building Technology
Gary Gerard, Building Technology
Shauna Roch, Business & Management
Sherry McEvoy, Business & Management
Sharon Litwin, Business & Management
Dawn Rovers, Business & Management
Michael Tucker, Business & Management
Sandra Lothead, Business & Management
Sophocles Katsademas, Business & Management
Lowel Auger, Business & Management
Rhonda Payne, Business & Management
Neil Bishop, Business & Management
Yanbin (Chris) Wang, Business & Management
Michelle White, Business & Management
Jerome (Romy) Goulem, Contemporary Media
John Bennett, Contemporary Media
Wm. Paul Meahan, Language & Liberal Studies
Jessica Olliver, Language & Liberal Studies
Scott Veenvliet, Language & Liberal Studies
Daragh Hayes, Language & Liberal Studies
Anjanie McCarthy, Language & Liberal Studies
Corinne Marshall, Language & Liberal Studies
Wendi Roscoe, Health Sciences
Ronna Hale, Health Sciences
Paula Malcomson, Health Sciences
John Legault, Human Services
Cherie Hall, Human Services
Linda Carmichael, Human Services
Lana Rossi, Human Services
Laura Chivers-Roberts, Information Technology
Sandra Neubauer, Information Technology
Lukus Runge, James N. Allan Campus
Charles Millar, Manufacturing Sciences
David Quesnel, Manufacturing Sciences

Martin Volkening, Manufacturing Sciences
Marilyn Ott, Nursing
Christine Dol, Nursing
Thomas Gantert, Nursing
Katie Studnicka, Nursing
Elizabeth Schoneman, Oxford County Campus
Deborah Renaud, Oxford County Campus
Angela Bourne, Design



“I consider it important, indeed necessary, for intellectual workers to get together, both to protect their own economic status... and to secure their influence in the political field.”

- Albert Einstein explaining his decision to join the Princeton faculty union

(public domain photo)



Quality Education

Academic Freedom, Part 1

This is the first in a series on academic freedom as it relates to quality education. The American Federation of Teachers (AFT) has published *Academic Freedom in the 21st Century College and University*². Each issue of the **no name newsletter** will examine a different aspect of academic freedom as identified by the AFT.

For those of you who like to “keep score,” we’ve added a box next to each element of academic freedom where you can check off if you believe the element exists at Fanshawe College.

Before we get started, let’s consider the definition of academic freedom:

*At its simplest, academic freedom may be defined as the freedom to conduct research, teach, speak, and publish, subject to the norms and standards of scholarly inquiry, without interference or penalty, wherever the search for truth and understanding may lead.*³

In the first few articles, we will examine the Standards of Academic Freedom as put forward by the AFT. The first is standard is Participation in Institutional Governance. ■

²http://www.aft.org/pubs-reports/higher_ed/AcademicFreedomStatement.pdf

³ *Statement on Academic Freedom, Report of the First Global Colloquium of University Presidents*, held at Columbia University, January 18-19, 2005, a gathering of more than 40 university leaders and professors convened at the request of United Nations Secretary-General Kofi Annan.

Participation in Institutional Governance

Use the handy checkboxes provided to keep score for Fanshawe!

- All faculty are entitled to freedom in their institution to participate in governance, without fear of intimidation or retaliation.
- Institutions have an obligation to provide appropriate mechanisms of shared governance, time for individuals to participate in them and, in the case of contingent faculty and instructional staff members, appropriate compensation for taking part.
- All faculty are entitled to participate in decisions affecting educational policy, including the development of curricula and academic programs, the establishment of accountability and outcomes assessment methods and measures, budget development and allocation of resources, and academic and administrative staffing.
- All faculty are entitled to participation in the accrediting process internal to institutions, within accrediting associations and on accreditation visiting teams.

Fanshawe’s Score: ____ / 4

Carry over to the next issue of the **no name newsletter**

They did WHAT?™

Have any space left over at your desk? The Local might need it.

For many years Locals 109 and 110 were provided with archival storage space. The College unilaterally took away the space, *changed the door locks immediately*, then gave both locals 30 days to relocate all of their materials. The resulting mountain of boxes in our D2018 Boardroom resulted in a Health and Safety citation:



Write Your Own Joke Here



(Local 110 un-doctored photo of Southdale Road store)

Your Health

20 Tips To Keep Your Mind Fit and Healthy!

We are continuously exposed to messages about the need to keep our bodies fit and in shape. But what about our minds? What do they need to be healthy? The following tips offer suggestions for keeping our minds sharp, flexible, quick and capable:

Mental Exercise

Exercising your mind supports you in retaining and promoting mental capacity while also delaying and possibly preventing the onset of dementia.

1. *Use your brain.* Stretch your mind - solve problems by thinking your way through to a solution. Exercise your brain by avoiding the use of a calculator for simple arithmetic, by solving brainteasers and logic problems, or completing jigsaw puzzles.

2. *Read.* Stimulate your mind through reading. Read anything...books, magazines, or posters on the sides of lamp posts. Reading promotes education and self-improvement. It also promotes relaxation and provides a way to escape everyday worries.



3. *Movies.* Watch a thought-provoking movie that leaves your brain pondering over the plot or characters days after you saw it.

4. *Switch hands.* Try using your less dominant hand for simple tasks like eating or writing. Changing hands really stimulates the brain.

5. *Learn.* Be curious about the world around you. Look up words that are unfamiliar to you. Explore an art gallery. Learn how to play an instrument or read music. Study a foreign language.

Physical Exercise

Exercise has countless benefits for both body and mind, by increasing blood-flow and oxygenating the brain.

6. *Yoga.* Yoga is believed to calm the nervous system and balance the mind, body, and spirit. Among other conditions, the practice of yoga has been found to lower blood pressure, reduce stress, and improve coordination, flexibility, concentration, sleep, and digestion.

7. *Dance.* Take dancing lessons. Learn to tango or do the latest line dance as a fun way to get moving. Dancing makes your heart pump faster and promotes creative self-expression.



8. *Tennis.* The mental and physical stimulation of this sport will keep your mind in top form.

9. *Breathing.* Not only does deep breathing serve as a form of relaxation, it also oxygenates the blood, which promotes optimal brain health. Try getting into a routine of taking 20 deep breaths both morning and night.

10. *Massage.* Get a massage and enjoy the tactile sensation of a professional working out the stress and tension in your muscles. Massage therapists often use essential oils in their massage oil, so you also have the added benefit of a pleasing scent.

(continued next page)

Nutrition

There is a strong connection between the food you eat and how your brain performs. These nutritional tips will provide you with delicious and brain-healthy ways to eat.

11. *Antioxidants.* Eating foods that are high in antioxidants helps to improve focus, problem solving, and memory. Foods with antioxidant properties include berries, broccoli, red grapes, garlic, spinach, green tea and soy.



12. *Fish.* Also known as 'the ultimate brain food', fish is rich in omega-3 fatty acids. Eating fish a few times a week promotes good overall mind/body health.

13. *Organic.* Eating organic foods significantly reduces the toxins that enter your body. Your brain and general health benefit greatly with fewer toxins to process out of your system.

14. *Raw.* Raw food may appear to be one of the latest Hollywood health trends, but in fact it ensures that your food maintains its nutritional properties. Cooked and steamed vegetables often lose their nutritional value, which for some people, counters the purpose of eating these foods in the first place.

15. *Breakfast.* It may be known as the most important meal of the day, but it is now considered the best meal for your brain, too.

Foods to be consumed in moderate amounts or not at all

Some things are just better left out of your body or only introduced in small doses. Find out what you should limit or eliminate to help keep your mind in good health.

16. *Heavily processed food.* For convenience, most of us are eating out of boxes,

packages, and cans – but processed foods contain preservatives, artificial ingredients, and high fat content which can harm your body and mind. Replace “convenient” foods with fresh, homemade meals.

17. *White sugar.* Refined “table” sugar creates strong fluctuations in blood-sugar levels, which results in a whole host of health problems, including cardiovascular and cholesterol issues. Substitute refined sugar with a more natural sweetener such as honey or cane sugar but avoid corn syrup as this may be worse for you than sugar.

18. *Hydrogenated oils.* You may be aware of campaigns taking place to reduce our intake of ‘trans fats’. These fats are found in our kitchens in the form of hydrogenated oils. The oils found in margarine and other processed foods hold a direct link to higher cholesterol, which in turn, leads to less blood flow to the brain.



19. *Alcohol.* Keep alcoholic beverages to a minimum - one or two drinks a day at the most. Heavier drinking is directly linked to memory loss as well as other physical consequences.

20. *Caffeine.* Although some studies indicate that a little caffeine may be beneficial to your brain, try to limit your daily intake to 400mg or 1-2 cups of coffee or tea. Also be aware of the presence of caffeine in chocolate, energy drinks, and some prescription medications. Caffeine affects muscle, cardiovascular, and mood functioning.



Article reprinted from *Life Lines: Improving Your Quality of Life - One Step at a Time* published by Home-wood.■



**Demand Setting Meeting
Wednesday November 26 2008 4pm
Room D1032**

This is your one opportunity to suggest improvements to your working conditions.

The bargaining team can only address the issues that are brought forward and passed at the Local meeting.

Local 110 has a great record of demands ending up in the Collective Agreement.

You have the power!