

# So we told them on day 1

## Your Bargaining Team

What we are trying to do here, with the realization that some of you may be at a disadvantage in terms of your familiarity with the history of what our Local has experienced over the life of the current Collective Agreement, is to try to immerse you in exploring some of what worked and much of what hasn't over the last 3 years while this Collective Agreement has been in effect.

It took a long time, roughly 10 months from the day we sent the letter of intent to amend the last Collective Agreement - June to March of '05-'06.

So we have here tried to change that, and while we have been waiting since June, we are now meeting 2 months earlier than we met the last time. This bodes well and we see it as a sign of hope that we will have a Tentative Settlement by the end of September. We have 8 more dates already set. We had nine but one has been cancelled (August 29). We believe we can make the best of these dates so as to avoid the pain that often accompanies, unnecessarily, these negotiations.

We have mentioned some of the things that worked

over the last 3 years. We have had some very productive discussions with some Chairs, for example Philosophy, and lately CIS, and they bore fruit, both in terms of the hiring process for TAs, and in terms of Performance Evaluations of Sessionals.

We have managed to resolve some fundamental issues before they managed to have an irreversible effect on some of our members. Many though weren't so lucky. We have a Food Science Grievance that has now been on the books for over 3 years. We have many others that share the..

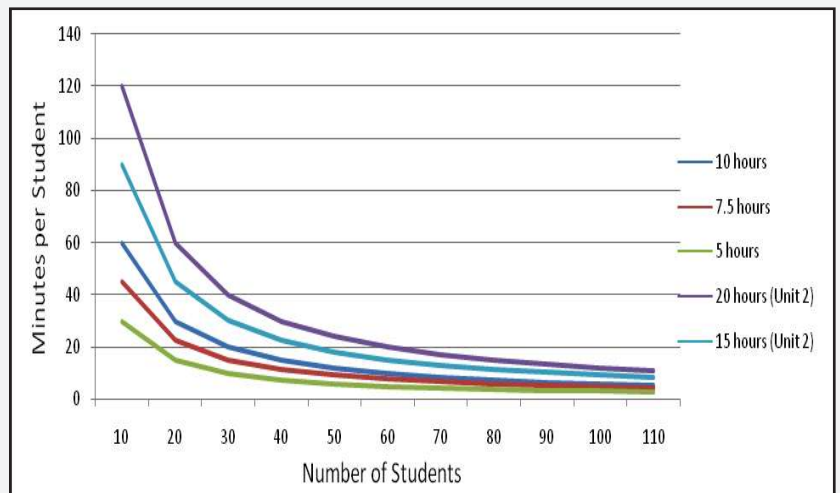
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# Workload & Overtime

Sean Field

Over the last five years TA and sessional work loads have increased. As workload increases (measured by member-student ratio) the amount of time that TAs and Sessionals can spend per student each week decreases (see figure below). This is exasperated as the number of work related tasks (grading, consultation, administration etc.) increases, and is expected to be particularly acute during midterms and finals.

Empirical evidence shows that increases in workload can have a number of adverse health and work related effects. Studies have found that increased workload is associated with weight gain, sleep loss, and adverse coping mechanisms. Evidence also shows that increases in workload can decrease worker productivity. As a result, it could lead to long lasting adverse health effects, poor academic performance, and increased employer costs...



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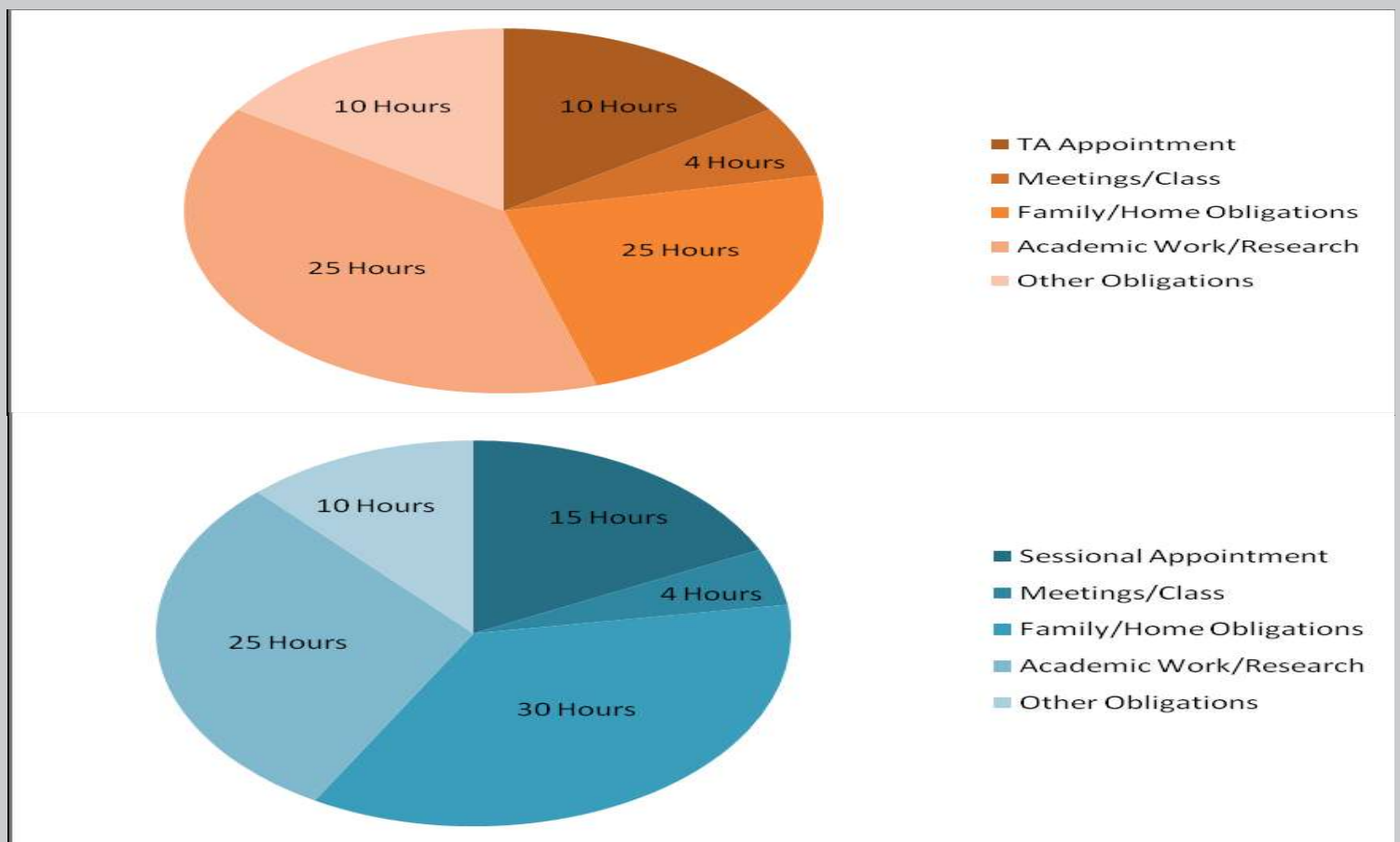
# Workload & Overtime

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With respect to quality of education, increased workload also implies that TAs and Sessionals have less time to dedicate to each student. The implications of this are that students are entitled to less one-on-one time, and TAs and Sessionals have less of an opportunity to engage with students – reducing the quality of students’ academic experience, and encouraging surface level learning rather than in-depth learning.

To compensate, some of our members work longer hours. Results from our member survey show that over 20% of unit 1 members work more than 10 hours per week, and over 20% of unit 2 members work more than 20 hours each week on average per appointment. This is significant because studies show that overtime not only reduces one’s productivity, but it also increases the likelihood of errors – undermining the quality of education.

It is also important because our members have other career related responsibilities as well. All of our Unit 1 members and a significant proportion of Unit 2 members have told us that they are students – most of them full-time. In addition to work and academic responsibilities, over 10% of Unit 1 members and nearly half of Unit 2 members told us that they are responsible for one or more dependants. Overall, this means that as the amount of unpaid overtime our members are “required” to work increases, they must substitute time away from their research, academic, and family responsibilities to compensate (see figures below).



Alternatively, as data from Statistics Canada show, where members cannot reduce the amount of time associated with these other responsibilities they choose to reduce the amount of time allocated for sleep – reducing their ability to recover from work and further increasing the risk of adverse health effects. For example, one of our members, L, is an international student in a Ph.D. program here at Guelph. L lives here with her spouse and daughter. Being new to Canada, L’s spouse was unable to find a job and their family depends on the income that she earns from being a TA. Last semester L sometimes worked over 20 hours per week to keep up with the duties of her appointment which happened to coincide with demanding and important times in her own academic program. To keep up with the work L went many nights without sleep, her academic performance suffered, she reduced the time she spent with her family, and considered withdrawing from her program more than once. We are glad to say that Liliana is still here because our academic community would be at a loss without her. Sadly we cannot say other...

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... same lengthy timelines. We ask you to remember that our members' job last only 4 months. We think it is an injustice in and of itself to have to wait 24 to 36 months to get a resolution over a job that lasted only 4 months, and that in fact ended over 2 years ago.

**We** bring this up not to apportion any blame, but simply in the spirit of asking you, who have now been designated as the decision makers for these negotiations, to look closely at the proposals we bring forth, for they hold within them hope – hope for the future, hope for the possibility of resolving many of the issues we have lived with, and our members have suffered from, over the last 3 years.

**We** will need to take a very serious look at the issue of Benefits, or lack thereof, for all of our members. The heavy use of the little that we do have only shows the urgency of addressing what is lacking.

**You** need to examine closely the treatment this Local and our members receive at the hands of this Employer. Cuts in positions without consultation, reductions

in the hours for TAs, where .5 and .75 TAships are becoming increasingly common, with an inverse proportion increase in workload due to the commitment to education that our members exhibit and believe in. What this has translated to is thousands of hours of free labour for the Employer.

**You** need to look at the value that this University places on Sessionals – good enough to work for us, but not good enough to be treated like one of us. And have we mentioned the workload that Sessionals are carrying, and which is constantly increasing. It increases when enrolment goes up. It increase when your TA support is reduced or removed altogether. Many of our Sessionals have indicated that they are putting in 300 to 400 hours per Course. That translates to roughly making an average of 17 to 23 dollars an hour for what essentially is the same work that regular Faculty do. And we're not even going to get into the question of respect or lack thereof. Not today.

**Today** is for hope – Hope for more equitable treatment – Hope for more compassion, more understanding on the Employer's

part – Hope for a reevaluation of a relationship that, while offering the Employer the ability to remain at the very top of the scale in terms of standing, both in Canada and around the world, has left a lot to be desired in reciprocation.

**And**, speaking of the World, it is again with Hope that we bring forward the plight of International Students – and the exorbitant amounts they are forced to pay in Tuition Fees – amounts which, in the words of a very senior administrator and money cruncher at this University – have a negligible effect on the overall budget anyway! So why?

**That** is the question we would like to leave you with. Why are things the way they are? You have it in your power to make things better. You may never be on this Bargaining Team again – so now is your chance to avoid simply being complicit in the wrongs, and make them right. For the sake of the University, but, to us more importantly and yet interchangeably, for the sake of our members who, after all, are also you students and often your colleagues, except they make up a very large sector in this University. **Thank you.**

## Workload & Overtime

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...members have been as fortunate – if you can call it that. It is no surprise that research has found that overtime, like workload, is associated with a range of stress related illnesses, and when combined with other work related, academic, and home demands significantly increases the risk of experiencing a stress related illness.

The evidence suggests that working overtime comes at a great cost for our members, like L, for which they are not being compensated. Therefore, establishing normal hourly limits for Sessionals, reasonable overtime limits for members of Units 1 and 2, and a compensation framework that reflects the

opportunity cost of this overtime must be adopted. Furthermore, these measures must be adopted in conjunction with member-student ratio limits in order to provide clear workload expectations for our members, and to maintain the quality of education at this institution.

# GENERAL MEMBERSHIP MEETING

**THURSDAY, OCTOBER 2, '08  
UC 103 @ 5:30 P.M.**

(1st left as you enter the UC front doors)

**Don't Forget to Bring your Bob's Pop & Dog Coupons for validation**

## Agenda

1. Equity Statement
2. Approval of Agenda
3. Minutes from the June '08 GMM
4. Matters arising from the Minutes
5. Executive Reports
6. Budget Update
7. Benefits Update
8. Bargaining Update
9. Call for Bargaining Support Members
10. Motion - "The Members authorize the Exec to hold a Referendum calling for a Strike Mandate if and when they deem it necessary"
11. New Business; Adjournment



**Social - Free Food & "Beverage" - Child Care Reimbursed on Request**

## No thanks, that's personal

The last collective agreement was signed on the 31st of March, 2006 and since then there have been incredible changes in the manner that our society interacts with each other. Since 2006, there has been explosive growth in social networking sites, like facebook, as well as in tools that allow us to interact with each other in ways that were inconceivable even two years ago.

While the collective agreement does protect our right to not divulge our phone, address or personal email address, the technological changes have demonstrated that the privacy of our members can be endangered.

Other institutions have been forced to acknowledge the changing environment in which we interact

with our students. This was demonstrated quite clearly in March of this year at Ryerson University where Chris Avenir was punished for using social networking to assist his studies. As a result many institutions are creating official facebook groups for classes so that the teachers can assist the students in a safe and ethical way.

We as a generation have embraced these changes, however there is an unfortunate underbelly to the rapid growth of online interaction. The lines between teacher and student are becoming more blurred and as a result it is more difficult to make that distinction to our students. As a natural conclusion it should be shown that no individual should be forced to expose their personal life

as a result of their jobs. Help us keep our private lives private and our public lives public by ensuring that we are not forced to release any personal information to our students and not limiting that protection to our telephone numbers, addresses and personal email addresses.

**Wilson Harron**



"I see management is in their usual good faith negotiation mode." CALM