



THE Voice

OPSEU Local 365, Trent University

March 2010

Skyrocketing: We Shrink, Admin Grows?

The business section of the January 14th Maclean’s magazine – hardly a pro-labour forum – features the article “Where All That Money is Going: Tuition Rises, Class Size Grows, and the Bureaucracy Gets Big.”

[\(http://www2.macleans.ca/2010/01/14/where-all-that-money-is-going/\)](http://www2.macleans.ca/2010/01/14/where-all-that-money-is-going/)

Statistics Canada did a study for the Canadian Association of University Business Officers (again, not exactly an organization with a pro-union bias) and found that central administrative costs are “skyrocketing”. For every dollar spent on instruction and non-sponsored research, 20 cents is spent on central administration: “In short, the analysis confirms what students and faculty have long suspected: a disproportionate share of new income has been used not to maintain quality, but to expand the central bureaucracy.”

Maclean’s is outraged. Welcome to our world. Administration metastasizes, and an increased workload puts more and more of our members out on stress leave. Senior administrators with no frontline academic experience come into Trent University, rake in huge salaries, and we face job cuts or bumping. This is obscene. It is wrong.

The powers that be rationalize more administration at Trent by saying that we are growing and we are still stuck with the infrastructure of a smaller university. They don’t clearly see that this logic applies to us too: if we are a growing university, why the

heck are they whittling away staff positions? What’s good for the admin goose is good for the staff gander. If we’re growing, let’s all grow. If you think staff needs to be cut, start by cutting what Maclean’s notes is a grossly inflated administrative level.



C.A.L.M. 2010

In this issue:

Skyrocketing: We Shrink, Admin Grows?	1
Contextualizing Wages: Food For Thought.....	2
Administration Can No Longer Cry “Recession”	2
The Negative Impacts of Overtime	3
National Day of Mourning for Fallen Workers	3
From President Franklin’s Contract:	4
OPSEU Local 365 Executive, Committees, and Stewards	5
President Franklin’s Forum: OPSEU Refuses To Be Silent	6
About THE VOICE and Submissions.....	6

Contextualizing Wages: Food For Thought

By: Jeannine Crowe

In the recent demand set survey, the top concern of our members was a wage increase. As we head into bargaining, I'd like to dish up some other food for thought.

To have a wage increase as part of our demands list is a natural and logical thing. But, should this be one of our "do or die" priorities when it comes down to ratification or strike? What if we negotiate a hefty wage increase that in the end is paid for with increased stress leave (and the related premium increases this might bring for us all) as that gain is administratively balanced by more job cuts?

What I'd rather see us stand and fight for are conditions that will benefit us all: we the employees, our co-workers, our students, our families, and our community. Let's stand for no concessions on the good our C.A. currently assures us; let's strengthen its language where it has let us down in the past. How about increased, non-taxable benefits – at the employer's expense? Or, how about employer shared (or paid!) LTD premiums, which the other Trent bargaining units currently have? Workload, job security, on the job training, support against discriminatory harassment – these are things that affect us all greatly – emotionally, socially, and financially (though perhaps in less tangible ways than a blanket wage increase). Let's strengthen and improve the quality of work life for us all, not just those of us who are left standing. Money can't really buy happiness, but dignity and respect in the workplace can get us on the road to it.

Most importantly, in this season of bargaining, please remember to respect and support the energies and efforts of our Bargaining Team. They are our voice; through them we shape our futures at Trent. Please take time to thank them as they go about this thankless job.

I'd like to thank the Voice for providing a space to say things I would feel uncomfortable doing in front of the membership at a meeting. Thank you for your time and consideration of my thoughts. Please continue the discussion!

Participate!
Write about an issue for the Voice!
When your issues become our issues,
we are strong.



C.A.L.M. 2010

Administration Can No Longer Cry "Recession"

The March 1st *Globe and Mail* reports that the Canadian economy grew at its fastest pace in a decade in the fourth quarter (<http://www.theglobeandmail.com/report-on-business/economy/canadian-economy-grows-5-tops-forecasts/article1485166/>). It topped forecasts by growing at 5%. The strength of our economy is also shown by a dollar almost on par with the American greenback. Again and again, conventional and conservative voices in the media are talking about an economic recovery.

We trust that the administration's bargaining team also reads the *Globe and Mail* (and The Voice...).

The Negative Impacts of Overtime

By Robert Loney

Over the past few years we have lost several OPSEU positions, increasing the workload on those remaining. Have you recently worked more overtime? Unfortunately overtime is becoming all too common in the workplace. Do you know it has all kinds of negative impacts?

By overtime I'm referring to working more hours than one's normal workday. I'm not referring to shift work, where one might normally work 9-5 but might work noon to 8 p.m. one day per week (although shift work can also be stressful).

There are many reasons to work overtime: getting that job done before going home, caring about the work quality, even showing the employer your dedication! Remember, no worker should have to work overtime to 'impress' his or her employer. One's work quality and efficiency speaks for itself.

Overtime takes its toll, increasing physical, mental, and emotional stress on the worker. This can lead to increased blood pressure, poorer sleep quality, physical discomforts such as head and muscle aches, depression and anxiety, etc.

Further, it disrupts your life. Sleep + work together occupy ~16 hrs/day, leaving 8 hrs/day for a personal life... family, friends, home. Every additional overtime hour that you work takes away from your personal life.

Then there is the negative effect on the quality of your work. Workers working overtime tend to make more errors, be less creative, and be less polite/agreeable.

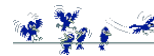
Finally, there is the idea of being paid fairly for service. Overtime work is work completed at no cost to the employer! But our contract describes compensation rules for working overtime, doesn't it? Yes (article 12.3 of our Agreement), but that

only addresses the compensation issue, not the health, life disruption, or work quality issues. Regularly working overtime doesn't do anyone any good.

But if I work more I can get my job re-evaluated, can't I? Well, no, because the job evaluation process only considers work qualities, not work quantity. Writing twice as many reports won't translate into a higher job band alone.

So, think about your recent work history. Are you regularly working overtime more than one day a week, over and above what your position calls for? If so, discuss the situation with your supervisor. If you are unable to resolve the problem at that level, speak with an OPSEU steward.

If we minimize our overtime work, we'll all be better off and Trent might reconsider declaring more OPSEU positions 'redundant'. Fair work for fair pay.



National Day of Mourning for Fallen Workers

April 28th is the National Day of Mourning for workers who have been killed or have suffered injury or disease.

On Christmas Eve, four workers were killed when their construction swing stage fell thirteen stories to the ground. Another four hundred Ontario workers died the same year and tens of thousands lost time from the job because of work conditions. Many more go unreported, especially around occupational disease claims. We know how important safe working conditions are.

Remember, you have the right to refuse unsafe working conditions!

Fight for workplace safety! Join us at the Day of Mourning if you can:

Wednesday, April 28th, 2010 10:45 A.M. at City Hall.

Lunch will follow at The Black Horse.

Two Year Terms or Three?

By Doug Brown

At the OPSEU convention this May, a proposal to amend the constitution will be brought forward by the Executive Board of OPSEU. The proposed change would change the term of elected office in the Union from two years to three.

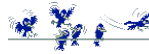
Currently, our local committees and stewards are elected for two-year terms. Your executive officers are elected from among those stewards, also for a two-year term. In the larger OPSEU, our local sends delegates to regional meetings to select our three executive board members and members of the Human Rights, Women's, Youth, and Hardship committees. We then send delegates to Convention to cast votes for the President and First Vice- President Treasurer.

There are many implications to this proposal. One is that there would be cost savings for the Union if it passes. The money saved could be spent on other labour issues. As well, in the larger OPSEU, it would serve to lengthen the "political cycle," enabling our leadership to undertake a more ambitious program of change without the need to switch into campaign mode after a year.

On the local level, it would effectively tie

the terms of committee members, stewards, and executive officers to our bargaining cycle. It would mean that by committing to the office one has accepted for fifty per cent longer.

If you have an opinion or feeling on whether three-year terms are better than two...or not... please let your steward know. The delegates we are sending to convention this May will be expressing the will of the membership on this issue, so make your voice heard.



From President Franklin's Contract:

12. BENEFITS

- (b) The University shall pay the cost of one (1) executive medical examination per year for the President completed at a private Canadian medical clinic, provided that the cost of such examination is within the standard range then charged by Canadian private medical clinics, estimated at the date of this Agreement to be approximately \$2,000.00 per year.

It is embarrassing that Trent, an institution from and historically grounded in the local community, would so crassly undermine the principle of universal and public access to health care by instituting such an elitist clause. What the heck can they do for 2 K in a private health examination anyway? The mind boggles.

It would be interesting to place this alongside the new Mission and Vision and see how it relates to lofty ideals of sustainability and community...

<http://www.trentu.ca/administration/presidentemploymentcontract.pdf>



C.A.L.M. 2010

OPSEU Local 365 Executive, Committees, and Stewards

Names, Trent U. Email Addresses, and Work Units (keep for reference)

OPSEU Local 365 Executive:

President:	Rose Dunford (rdunford; Physical Resources)
Vice President:	Gerry Mason (gmason; Physical Resources)
Chief Steward:	Doug Brown (dbrown, Athletics & Recreation)
Treasurer:	Jean Kirk (jkirk; Bata Library)
Secretary:	George Fogarasi (georgefogarasi; Academic Skills Centre)

Local Committees:

Action Committee:	<ul style="list-style-type: none"> Elizabeth Wilson (ewilson; Bata Library) Inge Lovell (ilovell; Bata Library) 	<ul style="list-style-type: none"> Julie Crook (jcrook; Physical Resources)
Bylaw Committee:	<ul style="list-style-type: none"> Craig Kelly (cwkelly; Physical Resources) Bruce Shearer (bshearer; Physical Resources) 	<ul style="list-style-type: none"> Rob Ferguson (robferguson; Physical Resources)
Communications Committee:	<ul style="list-style-type: none"> George Fogarasi (georgefogarasi; Academic Skills) Dana Capell (danacapell; Academic Skills) 	<ul style="list-style-type: none"> Robert Loney (rloney; Environmental & Resource Studies)
Grievance Committee:	<ul style="list-style-type: none"> Pat Lynch (plych; Financial Services) Jean Kirk (jkirk; Bata Library) 	<ul style="list-style-type: none"> Tammy Mulley (tammymulley; Julian Blackburn College)
Health & Safety Committee:	<ul style="list-style-type: none"> John Breukelaar (jbreukelaar; Physics Department) Adele Devlin (adeledevlin; Physical Resources) 	<ul style="list-style-type: none"> Debbie Lietz (dlietz; Biology) Catherine Leahy (cleahy; Financial Services)
Nominating Committee:	<ul style="list-style-type: none"> Elizabeth Wilson (ewilson; Bata Library) Betty Clark (bclark; Physical Resources) 	<ul style="list-style-type: none"> Nancy Elliott (nancyelliott; Physical Resources)

University Committees:

Joint Job Evaluation Committee (JJEC) (2 year term):	<ul style="list-style-type: none"> Angela Sikma (angelasikma; Associate Dean of Science) Michelle Sparkes (msparkes; Otonabee College) Ron Fox (rfox; Associate Dean of Science)
Trent University Senate Representative Trustees:	<ul style="list-style-type: none"> George Fogarasi (georgefogarasi; Academic Skills) Mary Louise Brooks (mbrooks; Financial Services) Angela Sikma (angelasikma; Associate Dean of Science)
Human Rights:	<ul style="list-style-type: none"> Pat Lynch (plych; Financial Services)
Pension Committee:	<ul style="list-style-type: none"> Jason Allen (jallen; Animal Care Facility) Robert Loney (rloney; Environmental and Resource Studies) Craig Kelly (cwkelly; Physical Resources) <i>Shadow Member:</i> Catherine Leahy (cleahy; Financial Services)

OPSEU Local 365 Stewards (alphabetical by last name)

Barrett, Marty (martybarrett; Physical Resources)	Earle, Deborah (deborahearle; Concurrent Education)
Breukelaar, John (jbreukelaar; Physics Department)	Elliott, Nancy (nancyelliott; Physical Resources)
Brown, Doug (dbrown, Athletics & Recreation)	Fogarasi, George (georgefogarasi; Academic Skills)
Butler, Patrick (patbutler; Physical Resources)	Fox, Ronald (rfox; Associate Dean of Science)
Clark, Betty (bclark; Physical Resources)	Kirk, Jean (jkirk; Bata Library)
Crowe, Jeannine (jeanninecrowe; Canadian Studies)	Martindale, Jeff (jmartindale; Information Technology)
Dack, Robert (rdack; Information Technology)	Mason, Gerry (gmason; Physical Resources)
Daniels, Sean (sdaniels; Information Technology)	McKay, Dale (dalemckay; Biology)
Devlin, Adele (adeledevlin; Physical Resources)	Wilson, Elizabeth (ewilson; Bata Library)
Dunford, Rosemary (rdunford; Physical Resources)	

President Franklin's Forum: OPSEU Refuses To Be Silent

By George Fogarasi

Bravo, brothers and sisters: we let the President know exactly what is on the minds of our local.

In his favour, President Franklin did not ask for questions to be submitted beforehand in order to spin slick replies. He was willing to meet and talk with us.

And did we talk! I am proud of how we told President Franklin, in the clearest terms, about job cuts, workload issues and how vision without action is a hollow promise (a tradition at Trent, as one vocal sister indicated).

A few years ago, facing imminent job cuts, a room of frightened staff sat stunned through a Bonnie-palooza Forum. She started with a smile, claiming enrolment was down (and our jobs on the line) because of a snowstorm during Open House. She quipped, "I can't fire the weatherman!" The room laughed and was silenced. Bonnie spun her Public Relations charm to answer previously submitted questions. And we just sat there and took it.

Not this time! We did not just sit there. We refused to be silent.

The President heard about contracting out, hiring students, stress leave, workload issues and low morale. The actual practical value of the Mission (or was it Vision?) project was questioned in no uncertain terms.

This tells me (and it tells the administration) that OPSEU is no longer a frightened deer stunned in the headlights of some new bargaining year "crisis".

We did not just sit there and take it. We will no longer sit there and take it.

Even the head of Human Resources voiced concerns about staffing, morale and job security. Do you think the President hears this from his Vice Presidents or the Board of Governors? We have to make sure that we are heard. And we were. And will continue to be, as long as we have the courage to speak up.

The President saw a glimpse of the new OPSEU Local 365 at his Presidential Forum on Wednesday. Our fear has morphed through righteous anger into something far more important: the courage to speak out constructively, a sense of solidarity, a refusal to be silenced, a refusal to be taken for granted.

This, brothers and sisters, is exactly what we need as we go into bargaining.

About THE VOICE and Submissions

The Voice is created and distributed by the Communication Committee of OPSEU Local 365.

Contributions about issues that allow us to come together and move forward are especially welcome. Members, this is your forum. Please send your submissions for The VOICE newsletter by mail to TBA or (preferably) by email to: opseu@trentu.ca. All submissions are subject to editing for grammar, spelling, and/or space. A one-page article typically has 500-600 words.

This is a forum for information, discussion and debate. Opinions expressed in The Voice are those of individual members and not necessarily those of the Communication Committee, OPSEU Local 365, or OPSEU unless signed by the Executive.

Contributors to this issue:

Doug Brown
Jeannine Crowe

And the Communications Committee:

George Fogarasi
Dana Capell
Robert Loney

Some graphics from Canadian Association of Labour Media (C.A.L.M.); <http://www.calm.ca/>.

Visit our OPSEU Local 365 web site at <http://www.opseulocal365.com/>