**Vanier College Teachers’ Association  
News Bulletin 9, February 11, 2015**

**Cancelling Classes or Getting Substitutes**

If you are going to cancel a class, you must cancel it officially by using the Class Cancellation system in Omnivox. If you are unable to do this, you must let HR and your Dean know as soon as possible that you will be, or were, absent. Failure to do so may be seen as breaking your contractual obligations and the administration could take disciplinary measures, like docking a day’s pay and/or putting a letter in your file. You do not have to cancel your class since the College policy is to pay for a substitute from the first absence in a course. All teachers are encouraged to get a substitute for every class missed, if possible, and departments should have a substitution list, giving part-time teachers priority. If you cancel too many classes, you may be called in by a Dean (one class cancellation seems to be okay per course), since students have the right to a full course.

In our Collective Agreement, teachers are paid for various kinds of absences. Under 5-5:28, teachers are given a sick bank of 7 days each year, which cannot be accumulated or refunded. The first year you are hired, you also get 6 extra days. In any year that you have 13 days or less accumulated, the residual sick days can be credited to you in June, up to a possible total of 20 days in your accumulated sick bank. You can find your tally of days (in HOURS) for each of these at the bottom right hand of your pay cheque, under

“Current Bank” and “Accumulated Bank”. It should be noted that the College has the right to ask for a doctor's note for any sick leave but, if the absence is less than 4 days, the College has to pay for the doctor's note. At Vanier, the College does not usually ask for a note for a few days, but they could.

**General Offr of Service (GOS)**

All non-tenured teachers were supposed to fill in a GOS last April to have priority for courses up to and including 2015 summer courses. Anyone who was hired after May, 2014 may not have been asked to fill in the GOS when they signed their contract. If this is the case, please fill in a GOS as soon as possible an send it to HR. You will find the form at the link below:

[http://www.vaniercollege.qc.ca/human-resources/files/2012/05/General-offer-of-service-2014-2015.pdf](https://mail.vaniercollege.qc.ca/owa/redir.aspx?SURL=9MsTpn4W_zfsDACH54VVkr_T3-nnQFSocAa5npJ0s-DUo88j5BHSCGgAdAB0AHAAOgAvAC8AdwB3AHcALgB2AGEAbgBpAGUAcgBjAG8AbABsAGUAZwBlAC4AcQBjAC4AYwBhAC8AaAB1AG0AYQBuAC0AcgBlAHMAbwB1AHIAYwBlAHMALwBmAGkAbABlAHMALwAyADAAMQAyAC8AMAA1AC8ARwBlAG4AZQByAGEAbAAtAG8AZgBmAGUAcgAtAG8AZgAtAHMAZQByAHYAaQBjAGUALQAyADAAMQA0AC0AMgAwADEANQAuAHAAZABmAA..&URL=http%3a%2f%2fwww.vaniercollege.qc.ca%2fhuman-resources%2ffiles%2f2012%2f05%2fGeneral-offer-of-service-2014-2015.pdf)

Under Clause 5-9 of our Collective Agreement, there are a series of paid leaves for such things as marriage, death in the family, moving day, jury duty, etc. Continuing education teachers are eligible to use these. Except in an emergency, the teacher is expected to make a written request for these leaves, in advance. Under 5-9:06, a teacher can also ask for "leaves for family responsibility" up to ten days a year, to fulfill obligations related to the care, health or education of children or health of other family members. Six of these days are paid from the annual bank of sick days, while the others are unpaid. Again, you should make a written request and get a substitute for your courses. There are also a few days a year when, with the permission of your Dean, you can get days for Professional Development.

What if you want other time off during the term when there are classes? If you are going to miss classes for other reasons, you have to ask for a personal leave, which is at the discretion of the College and is unpaid.

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**Week of Action: February 23**

As part of the Fneeq negotiating plan, all cegeps in the province will be taking some actions in the week of Feb. 23. Locally we will be organizing events that we hope you will join. Please watch this space for more details.

**Is Austerity Necessary?**

**IRIS\*,** a research group which the VCTA supports financially, has put out a very interesting document on the state of Quebec's debt. It debunks myths that say that Quebec is one of the most indebted areas in the developed world, or that our debt is caused by social programs, etc. You can access the document below. For the moment, it is only in French.

(\*Institut de recherche et d'information socio-economique),

**État de la dette du Québec 2014** : [http://iris-recherche.qc.ca/wp-content/uploads/2014/12/Dette-Web-05.pdf](https://mail.vaniercollege.qc.ca/owa/redir.aspx?SURL=YvsxuiGiTgoe3G5SnMMFbKWkQn-LOrfTlyYquYlzXxK9eZJK4BHSCGgAdAB0AHAAOgAvAC8AaQByAGkAcwAtAHIAZQBjAGgAZQByAGMAaABlAC4AcQBjAC4AYwBhAC8AdwBwAC0AYwBvAG4AdABlAG4AdAAvAHUAcABsAG8AYQBkAHMALwAyADAAMQA0AC8AMQAyAC8ARABlAHQAdABlAC0AVwBlAGIALQAwADUALgBwAGQAZgA.&URL=http%3a%2f%2firis-recherche.qc.ca%2fwp-content%2fuploads%2f2014%2f12%2fDette-Web-05.pdf)

**Union Training on the Environment**

There will be a training session on the environment on March 19 and 20. You can get more information by clicking on the link below. If you are interested in attending, please drop by C101 to talk about it.

[http://www.ccmm-csn.qc.ca/c/document\_library/get\_file?uuid=3acf1448-3927-4e05-995d-362e279aff72&groupId=10137](https://mail.vaniercollege.qc.ca/owa/redir.aspx?SURL=l8cUSPYZ0HtHdDDLJi3yVNrMVq0h4OK1_XadzMKErEnA2wxD3BHSCGgAdAB0AHAAOgAvAC8AdwB3AHcALgBjAGMAbQBtAC0AYwBzAG4ALgBxAGMALgBjAGEALwBjAC8AZABvAGMAdQBtAGUAbgB0AF8AbABpAGIAcgBhAHIAeQAvAGcAZQB0AF8AZgBpAGwAZQA_AHUAdQBpAGQAPQAzAGEAYwBmADEANAA0ADgALQAzADkAMgA3AC0ANABlADAANQAtADkAOQA1AGQALQAzADYAMgBlADIANwA5AGEAZgBmADcAMgAmAGcAcgBvAHUAcABJAGQAPQAxADAAMQAzADcA&URL=http%3a%2f%2fwww.ccmm-csn.qc.ca%2fc%2fdocument_library%2fget_file%3fuuid%3d3acf1448-3927-4e05-995d-362e279aff72%26groupId%3d10137)

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The VCTA website is at [www.thevcta.qc.ca](http://www.thevcta.qc.ca)

Reserve Thursday, March 5 for the International Women's Day Happy Hour at 4:30. All are welcome. We encourage teachers to bring their children or partner to our Happy Hours. For March 5, we will have Indian food. Should your children need other food, please let us know so that we can plan accordingly.