

# Chief Steward Report 2010

May 25/10

Business arising: had reported on a Partial-load Faculty member in Moosonee who had been let go because of posting defamatory comments about agency workers on Facebook; was not able to reach her again after several attempts.

Strike vote: Busy preparing for it and making sure we had all the hours covered. Didn't get a full list of Partial-Loads for the voters' list from the College. Two retired Faculty members helped us during the vote. Thanks to the Stewards who helped as well.

Was asked for help from a Faculty member in the Human Services dept. Member felt was being treated unfairly by manager; suggested to have meeting with manager to voice concerns (with Union presence). Meeting was held which left Faculty member overwhelmed. Member requested another meeting with manager; second meeting didn't happen but member reports that things have improved overall since.

There was a "harassment in the workplace" situation in the Business department involving a student and a Faculty member. The student was continuously disruptive and uncooperative in class. The member had no manager to go too about this, so she set up a meeting with Christine Bender; at which point I was made aware of this. Christine agreed that this student needed to be pulled out of class; Jim Chalmers took over on his return. The student was pulled out of class till she agreed to change her behavior.

N. R. put in a personal grievance re. the LEID position. It was referred to Arbitration on April 9<sup>th</sup>/10.

A Step 1 meeting was held on April 6<sup>th</sup> re. Attendance and Disability Policy grievance. College response was that they are still working on modifying the Policy , and asked for extension of timelines. Extension granted till May 10/10. Step 2 meeting booked on ? The plan is to have preliminary discussions with management re. their changes before the Step 2 meeting. The College brought their changes to the Attendance and Disability Policy at our last UCC meeting on May 1<sup>st</sup>.

Attended the CAAT Academic Local Presidents and Chief Stewards meeting with Neal on March 27/10 in Toronto. Highlights as follows: Analysis of vote results—lots of discussion as to why vote turned out the way it did; recommendations like being more proactive rather than reactive with our campaign strategies; some felt there was too much information put out, leaving Faculty overwhelmed; voting list issues brought up: Colleges weren't forthcoming with their— Partial-load lists when we had our vote last February; some felt that the anti-union propaganda that was initiated by a few Faculty at College did a lot of damage; we met the Professor who was on the site Professor.com blog; ? continue this site.

The 2006 Strike grievances: March 16<sup>th</sup> date for hearing cancelled and rescheduled for May 7<sup>th</sup>. Grievances will be heard individually which will really lengthen the process.

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The next Demand Setting is coming up in late fall 2011-early winter 2012. Notice to bargain should be given in June. Notice to bargain needs to be given 90 days before the contract expires according to the Collective Bargaining Act. A strike mandate should be sought early; possibly May or June bargaining, with a strike mandate for September. Some put forth the following recommendation: no contract- no work by Sep. 2<sup>nd</sup>.

We have two years to educate our members on "Our Union". It was felt by some that we need to keep our members informed on our activities

Suggestion: Have our AGMs by videoconference (pay for it); may get more attendance.

Article 11 Workload: lots of discussion on this. We are working with the old Collective Agreement and the Accepted Offer of Settlement. Should be able to print copies off OPSEU site soon. Strongly recommending to caution Faculty against accepting Modified Workload Arrangements.

From Nov.18/09 till Feb 13/10 grievances were on hold. Article 2 staffing grievances can be put in now.

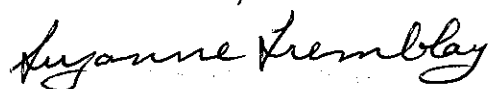
OPSEU Convention( May 6-8<sup>th</sup>) : Lad and I attended again this year. CAAT caucus highlights: meeting was very brief; discussed Strike Vote ( re. to March 26<sup>th</sup> meeting comments ), Part-Time ballot count: still being stalled by Colleges. Explained why Union does not want to sign off on Offer for Settlement: when we voted, we were using the document that also contained

management's comments in the margins. Management wants to remove these comments and Union refuses to sign off without the comments.

Divex meeting in Toronto on June 5<sup>th</sup> and 6<sup>th</sup> : Lad and I will be attending.

Respectfully submitted,

Suzanne Tremblay

A handwritten signature in cursive script that reads "Suzanne Tremblay".

Chief Steward