

WORKLOAD MONITORING GROUP (WMG)

NORTHERN COLLEGE

SEPTEMBER 2009 – MAY 2010

AGM REPORT

The WMG Members are:

- Stephen Boaro – Co-Chair
- Dr. David Silver
- Suzanne Tremblay

The WMG had fourteen (14) meetings within the September 2009 and May 2010 time frame. Some of the major Issues discussed were as follows:

1. **H1N1 Pandemic.** The College expected Faculty to work on a "Contingency Plan" for this Pandemic. The College expected Faculty to work on this outside the SWF. The Union objected because Article 11.02 A2 was violated. The Union expected those who did comply to be compensated. The Union also filed a Grievance regarding this Issue. The Issue was resolved in the Union's favour.
2. **Workload Complaints.** Two Faculty SWFs were not in compliance with Article 11. Management corrected the errors.
3. **AODA.** Accessibility for Ontarians with Disability Act. The College expected all Faculty to have this training completed by December 31/09. However, the WMG was able to extend the deadline because the College was very late in introducing the training.
4. **Health and Safety Issue.** The College introduced a "Lock Out Safety Program" for staff. The Union's position is to follow the Shime Award from Sault College. Like WHMIS training, for the majority of Faculty this type of training is "atypical" and is to appear on the SWF as stipulated in Article 11.01 G2.
5. **Modified Workload Arrangement.** The College had provided a Faculty Member with such a work arrangement before the new Collective Agreement was introduced. The Union did not agree. In fact, the WMG stated to Management Local 653 does not recognize the provisions of Management's Terms and

Conditions and refuses to discuss it any further. The College withdrew the Modified Workload Arrangement for the Faculty Member.

6. **Faculty Working Outside College.** The College was concerned about Faculty working outside the College. The Union stated Article 11.06 allowed for such provision. The Union instructed Management to go back to the departments and consult with Faculty to reach a mutual agreement regarding this Issue. Issue seems to have been resolved.
7. **Health and Safety Alternate.** The WMG was able to obtain time on SWF for a Faculty Member who teaches at the College during the summer months when the regular Health and Safety Member is on Vacation.

Stephen Boaro – Co-Chair