

Chief Steward Report 2011

May 20/2011

The end of another busy academic year is fast approaching. It has been a very eventful year from the Union's perspective as well.

SWF issues: Some of the workload issues that have surfaced are: failing to give six weeks notice for a change in workload, or a new SWF; confusion as to whom do Faculty report to, (SWF's not being signed by direct Supervisor); College/Union differences in interpreting Article 11.02 C1— pertains to individual workload complaint process; Faculty work assignments not always reflected on SWFs; incorrect prep or evaluation factors; not assigning new when course hasn't been taught in the past three years; workload concerns re. having student(s) with extraordinary disabilities; timetables and SWFs discrepancies; working more than eight hours per day: goes against CA. re. to Article 11.01L1; SWF time for Faculty participation on committees—College's approach is inconsistent. We are constantly advocating on your behalf to ensure that everyone gets a fair workload assignment. It is also important that you check your SWFs carefully. If you have any questions about your SWF check your Collective Agreement under Article 11 for clarification and don't hesitate to ask your Steward Representative.

Coordinator duties: This is a very contentious topic at this time. The Union and the Coordinators have been trying for years to get the College to produce a job description. Let me add here that this has also been going on at all other Colleges. In the past two years or so, our College has been insistent on referring to the term "coordinator duties" and stress that they cannot give us a general job description because each Coordinator's duties will and do vary.

You are all aware of the College's recent decision to either amalgamate or eliminate the current Coordinator positions. This will have far-reaching consequences. The Union is prepared to grieve this process as it unfolds.

Examples of activities/issues that we have been involved in: Bill 168 Violence in the Workplace; Respectful Workplace Policy; criminal record checks; posting of

Coordinator positions; course surveys; Wellness survey; imbedding aboriginal content in the curriculum; academic program review policy; IT training; enrichment days; Wellness program; Attendance and Disability policy; Bill 168 training; Access Copyright; Travel policy. For more information re. to the UCC activity report.

Grievances: The Attendance and Disability grievance went to Arbitration in Dec./10. There has been a reduction in the number of forms. The College has to provide a satisfactory reason if it determines that there is a need for more in-depth information.

The Staffing grievance regarding the Vet Program, the Law Clerk program, the Pre-Service Fire Program and the Welding/Welder Fitter Programs was settled at the eleventh hour (before Arbitration). The College committed to three full-time positions for September 2011 in exchange for our dropping this grievance and a subsequent grievance filed in January 2011 regarding staffing in the General Arts Program.

An unfair hiring practice grievance regarding competition # 09-06 was filed by a Faculty member in Feb. 2010 and was settled in Feb. 2011 before going to Arbitration.

There was an improper discipline and abuse of management rights grievance filed In March 2011. We are currently working on a MOS.

An unreasonable workload grievance was filed in April 2011. This grievance went directly to Step 2 as the College missed the timelines for scheduling a Step 1 meeting. Our meeting was held on May 18th.

Respectfully submitted,
Suzanne Tremblay

Chief Steward

