

Chief Steward Report 2012

Another busy academic year has gone by. Your LEC members have been busy as well. I will outline the major issues that we have been working on in the past year.

On May 4th 2011, all Coordinators received a letter from the College stating that they were going to reduce the number of Coordinators from 40 to 32. As a result many of the existing Coordinator positions were expanded, and some were eliminated, only to appear on various Faculty SWFs as fragmented hours under complimentary functions. Of note here is that the College intended to give all Faculty the chance to perform Coordinator duties. A grievance was filed in response to this and has been slated for arbitration on August 4th/2012.

We are constantly monitoring the number of full-time faculty and part-time and partial load. We ensure that full-time faculty are replaced when they resign or retire. As of April 30th, we have 83 full-time Faculty working.

The Attendance and Disability Policy remained on the UCC agenda for discussion and fine –tuning till the end of February. Any faculty that goes off sick and has issues with how the policy is being implemented should contact the union steward for their area.

Other policies that were discussed were the educational and workplace violence policy, and distance education. The College is in the process of changing how they evaluate faculty. Some of you went to the sessions that were put on by a consultant to give your feedback. We have yet to see a final product.

The College indicated to the Union that they wanted to review release-time for union-related activities i.e. Workload Monitoring Group, Union College Committee, College Employment Stability Committee. We have just started talking about this.

Lad and I attended the Pre-Bargaining Conference in Toronto last October where we had the opportunity to discuss bargaining strategies and to finalize a plan of action.

We then attended the Final Demand-Setting meeting in Toronto at the end of March to go over, collate and prioritize all of the academic locals' demands that came from the local demand-setting meetings held at each College. Please refer to the "Negotiations 2012 College Faculty Bargaining Update" document for further information.

We also attended the annual OPSEU Convention in Toronto last April. If you would like more information about this you can go to opseu.org and click on convention.

Myself and other stewards have dealt with various Faculty issues throughout the academic year that included inequitable workloads, work accommodations, unsafe work areas, abuse of management rights, clarifying SWF questions, workload complaints, maternity, sick, and personal leaves, professional development days, distance teaching. Some of these issues were resolved but others developed into grievances.

As you all know, our Collective Agreement ends on August 31st. Bargaining has started on June 4th. Our bargaining team is ready and willing to work for a negotiated settlement. We will keep you informed.

Respectfully submitted,

Suzanne Tremblay,

Chief Steward, Local 653