

WORKLOAD MONITORING GROUP

AGM REPORT 2012

SEPTEMBER 2011 TO JUNE 2012

ONE SWF ONE SUPERVISOR

Many faculty have complained about having to report to more than one supervisor. A similar issue appeared on UCC whereby the Union requested Management to supply an updated college hierarchical chart. Management refused. The Union's position is each Faculty member reports to only one supervisor; that is the Faculty member's SWF signer.

EVALUATION FACTOR

One Faculty member's SWF Evaluation Factors changed. The Faculty member complained. The issue was discussed at WMG. The Faculty member's Evaluation Factors were reverted back to the original factors after the WMG was able to show the Member was indeed complying with the appropriated provisions of Article 11, specifically 11.01 E 1 Evaluation and Feedback formulas.

FACULTY MEMBER ISSUES

One Faculty member was issued with many SWFs for a Semester with some SWFs violating Article 11.01 L 1 – contact day shall not exceed eight hours . . .” The College reissued new SWFs.

One Faculty member completed work as a Coordinator but was not paid Coordinator's increment because the College removed the Coordinator designation. Faculty member complained. Issue was to be presented to the WMG but complainant withdrew complaint.

NON-FULL TIME SWFs

There is no consistency as to how Management presents non-full time SWFs to teachers in all the Campuses. Some Campuses provide a detailed breakdown of courses and hours taught. Another Campus does not. This provides some confusion when Timetabling is done or when the Union wants to obtain accurate numbers about total contact hours taught by non-full time teachers. Management stated they would be more consistent in their reporting.

FORMATIVE AND SUMMATIVE REVIEW

The Union asked the College to have all Faculty involved in Program "Formative and Summative Review" have time on their SWFs. The College stated only those Faculty acting as "leads" will have time on their SWFs. Faculty as asked to be vigilant. If a Faculty member involved in this process wants time on their SWF, the Faculty member only needs to ask their Supervisor for the time.

PROFESSIONAL DEVELOPMENT

Article 11.01 H 1 - ...ten working day of professional development in each academic year." The Union finds this Article very clear. Ten working days belong to the Faculty and it is Faculty, along with the Supervisor, that arranges ten days of P.D. as the Faculty sees fit. The College wants to change this arrangement.

College put out a Memo to all Faculty about a series of Professional Development days which were not SWFed. Faculty complained. Management did not specify whether days were compulsory or optional. The Union informed Faculty the College PD days were optional. The Members governed themselves accordingly.

WMG Members

Stephen Boaro, Co-Chair

Suzanne Tremblay

Dr. David Silver