

## **Local 653 2013- Annual General Meeting President's Message**

It is coming to the end of another academic year and time to reflect on the successes and challenges of 2012-13 and the opportunities for 2013-2014.

I feel the successes achieved are mixed. Our staffing numbers have remained relatively stable at 82 until a few weeks ago. The College has said it is facing severe budgetary pressure; hence the Social Services program in Porcupine has been put in abeyance. The consequence of this is the reassignments of two full full-time faculty members to positions help by two full-time probationary faculty members. The two probationary faculty members, one in Kirkland Lake Campus, and the other in Porcupine campus have now received their lay-off notices. Our CESC members tried in vain to convince the College that there is work around for everyone, but the College was bent on getting rid of two full-time faculty members. Our gain of three full-time faculty last year has now been reduced to one. This is regrettable since we fought very hard to those positions. Also regrettable is the fact that the CA is very weak when it comes to lay-off of probationary faculty.

### **Full Time Faculty Numbers**

The comparison of staffing numbers between full-time and part time professors is always an on-going concern for the local. The non-full time numbers are continuing to rise dramatically compared to new full-time. We have 80 full-time professors and this number will go down to 78 by the end of June. Compare to non-full time numbers, (part time/partial load/session professors) which has tripled in the past year. Almost 78 per cent of fall 2012 and winter 2013 semesters faculty were teaching on a non full time basis.

### **Vacant Full-Time Faculty Positions**

Two full-time faculty members' positions will be vacant on June 30; 2013 due to retirement as indicated above. The challenge is to get all these positions replaced for the next academic year. It is the intension of the union to fight for all replacements and look into ways of getting new full-time positions from Article 27.01. Staffing and the need to increase our full-time complement will be our first priority this coming academic year.

### **Grievances**

The union local has two grievances en route to arbitration hearing. One is about the Sara Munroe's vacant position; the other is the vacant position of Wayne Challis. We will also pursue new positions this coming year in addition to replacements positions. We see opportunity in Vet Tech, School of Business, Law Clerk program and welding. We will be consulting with co-coordinators in these programs to share with us pertinent information about non-bargaining unit staffing arrangements.

### **China Project Workload – Faculty & Benefits**

This issue still persists as I first reported it last year. Some of our full time faculty members are engaging in education works in China. While assignment may be perceived a free vacation, faculty members

need to know the implications on their benefits, especially the short Term and Long Term Disability. Our collective agreement and article 11 is only valid in the province of Ontario. There is no benefit coverage for out-of province assignment, let alone out-of-province assignment/s. Members, on out-of- country assignment are on their own, and they should be asking for benefits coverage prior to departure to out-of -assignment.

### **OPSEU Convention**

The Opseu 2013 Convention these past few weeks went very well. The Smokey Thomas was re-elected as the president, while Edy Almeida retained his job as the VP/Treasurer.


### **Quality Education Meeting**

This coming June 6, 2013, Abdul and I will attend the Quality Education forum jointly sponsored by OPSEU and CAUT. It was well attended by faculty members from other colleges, and university professors for our universities. It should be very informative. Discussions are usually centered on academic freedom, and lack of it for college faculty. We are not alone, when it comes to management changing grades, dictating evaluation methods, etc.

### **Retirements**

Ted Montgomery, a member of faculty for over 30 years, and also member and chair of numerous bargaining unit will be retiring. The retirement party is on June 7, 2013. I will be attending on behalf of our local.

Also, a long-serving member of this local, Professor Stephen Boaro, will be retiring at the end of this June. Professor Boaro has strong union credentials. He fought many years for the benefit of our members. Our local is strong and will continue to be so because of Stephen's involvement. A Lec member for many years, and co-chair of the CWMG, Stephen's work on the committee is impeccable, we will miss him. People like him make my work easier to perform. Have a happy retirement Stephen!



Lad Shaba, President, Local 653