

2013 Chief Steward Report

Another year has come and gone. Here is a brief report of union activities, issues, concerns, that your Local 653 LEC members and Stewards were engaged in.

UCC (Union College Committee): Use of part-time, partial load and sessional faculty is an ongoing issue; we continue to see a dramatic increase in hours assigned to non full-time faculty. This is an alarming trend in all Colleges.

Please note the following: The College members always bring College Policies to this forum for Faculty input. We (the Union members) discuss them at the next scheduled LEC meeting and then give our and your feedback to the College at the next UCC meeting. Your feedback on the Policies is very important. I also want to point out that, even if the College policies are discussed at the UCC, this does not mean that the Union is giving its approval of the policies, nor does it prevent the Union from launching grievances when warranted.

Faculty evaluations: how they are used, who does them, and the potential impact on faculty was discussed extensively. The Faculty teaching at a distance manual was discussed, as well as the: Copyright policy, Student success policy, Smudging and pipe ceremonies, Attendance during inclement weather, and Security policy.

The changes in the Collective Agreement pertaining to the Coordinator Article were discussed. The Union encourages all coordinators to have a discussion with their assigned supervisor about their coordinator duties every semester and to take notes so they will have documentation of the said duties. This should help to decrease the frequent and unexpected changes in coordinator duties in a given semester.

The Scope of the China Project and its impact on Faculty was also brought up for discussion. Some Faculty have been asked to go to China to help with the understanding and implementation of curriculum content. Involved Faculty are encouraged to inform their Union Steward.

Other items brought up were: Partial –load vacation pay, role of a College mediator, classroom and offices extreme temperatures, and washroom cleanliness.

Workload Monitoring Group: This group addresses any Article 11 concerns/complaints. Article 11 is all about workload. We also watch for any improper work assignment (SWF). If you have any questions about your SWF do not hesitate to ask your Stewards.

Check your SWF carefully for the following: proper course assignment, whether new or not, are there enough prep hours, enough evaluation hours. Remember, any contact with students that involves teaching should be on the front of your SWF; ex. student orientation, BSc N 4th year exam prep.

Some items that were addressed; more than one supervisor signing SWFs, issuing SWFs during non-teaching periods, issuing numerous SWFs, professional development, issuing late SWFs (went on to be a workload complaint).

Grievances: We have two outstanding grievances at this time. Both are about filling existing full-time positions. One is in Police Foundations in Porcupine and the other is in Haileybury.

Return to Work: We have had return to work meetings for four faculty members in the past year. Some of the accommodations included reduced course load, different course loads and mobility restrictions.

Respectfully submitted,

Suzanne Tremblay