

2014 Chief Steward Report

Here is a brief report of union activities, committees, issues, and concerns, that your Local 653 LEC members and Stewards were involved in this past year.

UCC (Union College Committee): Excessive use of part-time, partial load and sessional faculty remains an ongoing issue; we continue to see a dramatic increase in hours assigned to non full-time faculty. This is also seen in all Colleges. We are constantly fighting to replace full-time Faculty who either retire or leave College employment.

Some of the topics that were discussed at the UCC are as follows: personal use of vehicle form, protocol for time off under Art. 8.04/8.05, Attendance and Disability Policy revisions. Please note: If you are ever off sick and you encounter problems with the College's insistence on the filling out of lengthy forms, and or you are having difficulty with the forms, do not hesitate to contact your steward.

Faculty evaluations: how they are used, who does them, and the potential impact on faculty was discussed extensively again this year. Please note: The Managers are not to use evaluations as a means to discipline Faculty (ex. denying a Step increase). Despite assurances to the contrary from UCC College members, this has occurred. Please report this to a steward immediately if it happens to you.

PD approval form: these forms have been modified. There are two types of forms: one pertains to College –directed PD and the other to professional development leaves. As a reminder, all Full-time Faculty are entitled to 10 days of self-directed PD every year. See article 11.01 H1, H2, H3, H4.

For more information on UCC items, please refer to the UCC minutes.

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

Please check your SWFs 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. If you are expected to travel between campuses make sure you are given enough travel time.

I would also like to caution you on the following: if your supervisor has given you what is in your view an unreasonable work assignment, let your Steward know what is going on. If you are unable to resolve your workload concerns after discussing them with your supervisor, you can refer your SWF to the WMG group.

Some items that were addressed at the WMG; timetable concerns, PQAPA, UID training, WHMIS training, professional development, scheduled tutorial classes and complementary hours, enrichment days, and new course evaluation system

Grievances: The majority of our grievances are on Article 2 which refers to Full-time positions. We have a number of grievances that are scheduled for Arbitration at this time.

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, mobility restrictions, and teaching from home.

Respectfully submitted,

Suzanne Tremblay,

Chief Steward