

## 2015 Chief Steward Report

A report on union activities, committees, issues, and concerns, that your LEC members, and Stewards were involved in over this past year.

**General comments:** It has been a very busy year overall. Here are some of the issues that have occurred. Use of personal vehicle to travel between campuses is permitted. You will be reimbursed for your mileage, and your meal if warranted. The rental company that the College deals with does not supply snow tires and this is a concern for Faculty that are expected to travel in the winter. **Note:** should be SWFed for the travel time.

You are encouraged to take your 10 PD days as you are entitled to them under the Collective Agreement. Your PD request should not be unreasonably denied.

Vacation requests: You are encouraged to put in your vacation requests to your supervisor as per usual. If your request is denied, please have a discussion about this with your supervisor. If you are unhappy with the outcome please consult with a union Steward as to how to proceed.

Non – teaching time: For the majority of Faculty your workload assignments (SWFs) ended on April 27<sup>th</sup>. The remainder of the time left to you until you go on vacation is your personal prep time. You are **not** required to take on any extra College assigned work. This should be voluntary on your part and cannot be forced upon you.

Volunteering: A word of caution on volunteering. Always think about the possible consequences of volunteering. Although this is usually done in a spirit of cooperation and wanting to help out, this may become an expectation on the part of the College. This may even become an extra burden for some Faculty members. We are concerned that this may backfire on our members.

What is considered volunteering? Anything that you agree to do that you are not SWFed for.

SWFs: You are encouraged to go over your SWF with your supervisor. Make sure you understand what your workload is before you agree to it.

You now have 5 days to agree to your assigned workload. If you have any questions about your SWF do not hesitate to ask your Steward for clarifications.

**UCC (Union College Committee):** There was a lot of ongoing discussions on different College policies. Examples: personal use of vehicle, attendance and disability revisions, terms and conditions of out of province assignments, conflict of interest policy – student/Faculty relationships, professional development, criminal reference check and sexual assault and violence policies.

Other topics of discussion included: use of outstanding vacation days, faculty evaluations, student feedback surveys, College partnerships, academic appeals, videoconferencing issues.

The College informed us that we are moving to an Accreditation model in September/2015. Students will have surveys in classroom during the winter semester. Faculty will be given the opportunity to evaluate managers. (This has not happened yet).

The College expects full-time Faculty to return from vacation 2 weeks before the start of classes. We wish to remind you that your actual SWF does not start until Sep. 8<sup>th</sup>.

**Grievances:** With the new Collective Agreement, we can no longer file grievances to replace full-time Faculty under Article 2.

Notwithstanding this, we were able to secure 2 full-time positions as the grievances had been filed before the new CA came into effect.

We currently have 5 personal grievances that will or have already been scheduled for Arbitration.

**Return to work:** There were several RTW meetings in the past year.

Details cannot be provided for confidentiality reasons.

Please note also that if a Faculty has health issues where they feel they need some work accommodations, they should consult with their Steward on how to proceed. You do not need to have been off sick before you get accommodation.

Respectfully submitted,  
Suzanne Tremblay

