

## **CESC Report**

As mentioned in the UCC report, there were several occasions at UCC meetings where suggestions have been made by the union that a CESC meeting would be appropriate to discuss the employment stability implications of issues such as marketing strategies, affiliations with private colleges, and policies around program suspensions. Management has always been resistant to the idea. On Thursday, April 5<sup>th</sup>, I sent out the following message which includes a request for regular (bi-annual) CESC meetings.

**From:** Neal McNair

**Sent:** May-05-16

**To:** Natalie Dorval

**Cc:** Lad Shaba; David Silver; Suzanne Tremblay Audrey J. Penner; Mike Baker; Sarah Campbell; Dean Lessard

**Subject:** RE: UCC follow up: Request for CESC meeting

Hi Natalie,

Thank you for the reply, however I do not agree with your assessment of the role of the CESC. I would direct you specifically to Articles 28.03, 28.04 and 28.05. As an example, here is Article 28.04 for reference:

*28.04 The functions of the CESC shall include the making of recommendations with respect to long-term strategies to enhance employment stability, having regard to available resources. Activities may include, but not necessarily be restricted to:*

*(i) receiving and analyzing data provided under the Agreement with the objective of creating a data base;*

*(ii) identifying needs for further data collection;*

*(iii) analyzing, on an ongoing basis, internal and external trends which may have impact on employment stability, such as areas of growth and decline and changing resource levels and priorities;*

*(iv) developing strategies including retraining, early retirement, alternate assignments, secondments, professional leaves, employee career counselling, job sharing, professional development, pre-retirement planning and voluntary transfer.*

I would suggest that that item iii) above relates directly to marketing strategy since student enrolment is a significant factor in employment stability at the College. No students = no jobs.

Further, I would ask when is the committee doing all the rest of the items listed in Articles 28.04 and 28.05? There is no ongoing analysis of trends or employment stability strategies being discussed by this committee.

Since I have been involved with the CESC, meetings have only been called where lay-offs were being considered, in accordance with Article 27. This is a reactionary rather than proactive approach, and is clearly not the only role of the CESC.

I would suggest that the CESC should meet at least twice a year to discuss these issues. I would like to start with one meeting before the end of this academic year, and then plan a follow-up meeting in the Fall semester.

Thank you,  
Neal McNair  
CESC Co-Chair  
OPSEU Local 653