

## Chief Steward Report 2016

The end of another academic year is in sight yet again. Here is an overview of the activities that my LEC colleagues and I have engaged in.

As you all may remember, the majority of us came back in late August to three full mandatory/non-mandatory PD days organized by the College. Subsequently, we (the Union), filed a group grievance and a Union policy grievance about this. The grievances have since moved on to Arbitration and the scheduled date is September 2<sup>nd</sup>/16. I want to take this opportunity to thank all those who signed the group grievance. Group grievances have always carried a lot of weight, and also show solidarity. You may be asked to come and testify at the Arbitration. Please consider participating if asked. You would be well briefed before. If you are asked and agree to come to the Arbitration, the College has to let you attend.

What should be considered Mandatory training: any training that the College says you need to have in order to do your work properly; any training that the College directs you to take; training that the Ministry of Colleges and Universities directs the College to provide; examples: WHMIS (soon to be renamed), AODA, Sexual harassment, Enrichment days, COMMS training. Some of these items already appear on your SWFs as WHMIS and enrichment days. And that is a very important point. College directed training should appear on your SWFs during the teaching contact times. It doesn't mean it has to occur during the teaching contact time. Example: ISW training; you were credited for the time on your SWFs but you did the actual training during a non-teaching period.

If you agree to do some training and you are not credited for it on your SWF, then you are volunteering more or less, unless it is documented in some other form. A SWF should not be issued if it occurs during your six weeks of non-teaching time.

Professional Days: You are reminded to take your ten days (either together or in 5 day increments). These are days you can use to perfect your skills however way you choose. This is not considered College PD, where you are accountable and usually have to do something for the College in return. The College will often erroneously try to direct your personal PD. If you encounter this, let your Union steward know and you will be advised as to how to handle this.

WMG: Your Union members fight very hard for you in this forum. Some of the issues that have been discussed are as follows: enrichment days, WHMIS training, course outline development, contact days, contact weeks, SWF meetings between manager and Faculty, issuing of SWFs in a timely fashion, COMMS training, IT training, working beyond an 8 hour day, Workload resolution arbitrator appointment, academic calendar, Open House. See the WMG report for more details.

UCC: This is also a committee where we keep bringing up Faculty issues and concerns. There is a lot of ongoing discussion about College policies here. We also bring up replacing of

full-time Faculty positions whether because of retirement or resignation. We have had to grieve some of these positions as they were not being replaced. Basically, the UCC addresses any Faculty or College issue that does not fit under Article 11 (which is all about workload). Please see the UCC report for more information on what has transpired.

RTW: We have had a total of 5 meetings for 4 Faculty. Two Faculty members did not require any accommodations. Also, be aware that if you develop any condition that may warrant accommodation, or if you are unsure about being eligible for accommodation, please ask your Union representative.

Grievances: there are quite a number of them at different levels of the process. I have already mentioned a few of them. We have grievances on job postings, and we also have some personal grievances at this time. Some pertain to abuse of management rights, some to vacation days vs sick days, working beyond the 36 or 38 week limit without being duly compensated, PD days, and excessive discipline.

Convention: the OPSEU convention was from April 14-16<sup>th</sup>. I will provide a report of the CAAT academic meeting at a later date. It will appear on our local 653 website.

Divex: the next meeting is scheduled on June 4<sup>th</sup> and 5<sup>th</sup>. Our local President and I will be attending.

Respectfully submitted,

Suzanne Tremblay,  
Chief Steward