

Local 653 2016- General Membership Meeting, May 6, 2016. President's Message

It is coming to the end of another academic year and time to reflect on the successes and challenges of 2015-16 and the opportunities for 2016-2017. Some of you will recall that we had lunch with selected senior management team this time last year with the hope of resetting the labor relations button. Well, I can report that nothing has changed, as matter of fact, the College has really dug-in its heels when it comes to flagrant violation of the Collective Agreement.

**Full Time Faculty Numbers**

Getting more full-time faculty members still remains our biggest challenge. The current moratorium on article 2 is not helpful either. The ratio of full time faculty to non-full time faculty members is still an on-going concern for the local. The non-full time numbers are continuing to rise dramatically when compared to that of full-time. We had 82 2F/T in 2008. We have forty-five or so (45) partial load faculty members as April 4, 2016. Part-time professor's numbers, those teaching less than six hours a week, stand at close to 240. Even, the HR cannot keep up with these many P/T faculty. The erosion of the academic bargaining unit work continues unabated. On the other hand we have witnessed a substantial increase in the number of administrators at this College.

**Vacant Full-Time Faculty Positions**

Five full-time faculty member' positions will be vacant on June 30, 2016; four due to retirement, and one due to transfer to the management group. The college is in the process of replacing three (3) of these positions. The rest of the two will be hard to fight for due to the article 2 moratorium. Although, we tried to fight for staffing under article 27 but to no avail.

**Grievances**

The union local has many grievances en route to arbitration hearing. Our chief steward will provide details in her report.

**Article 11 and Volunteer**

This article continues to be under attack from the management- from coordinator meetings, to faculty being asked to volunteer for this and that. We should hold the college to the core principle of article 11, which is that all workload must be recorded on the SWFs. This is also an onslaught on our non-teaching periods, be it in May/June or late August/Early September. We need to educate our members in aspects of article 11.

**2016 OPSEU Convention, Social Mapping & Divex Meetings.**

The Opseu 2016 Convention has come and gone. I attended with the Chief Steward, and we provide a brief verbal report at the meeting. I also attended the Social Mapping meeting in Sudbury with Warren and David. Divex meeting is coming up this June.

Thank You.

