

# **Report of CWMG committee – CAAT-A Local 653 2016-2017**

## **General Membership Meeting of OPSEU Local 653 May 12, 2017**

Management has been present for all meetings and generally contributes to the CWMG committee function, but the management representatives have been slow to comply with requests, seem to have limited knowledge of the Collective Agreement, and need to be reminded to keep items on the agenda from meeting to meeting until they are resolved. The representatives of Local 653 have deferred some agenda items meeting to meeting because of limitations of time to prepare responses and the need for time for considered responses based on wider consultations including with the LEC.

Local 653 representatives on the CWMG committee continue to express interests and concerns of the LEC and our members, most principally surrounding violations of article 11 of the Collective Agreement; related and additional items have included:

- Workload complaints were heard with regards to tutorial hours, and concerns over unreadiness of a faculty member for assigned teaching.
- The SWF form was revised (last page) for greater clarity.
- The union requested that there should be a consistent system for itemizing tutorial hours on faculty SWF documents.
- The union requested an explanation of the conditions that lead to committee time being recognized on faculty SWFs.
- The union repeatedly expressed that workload with regards to the COMMS system for course outlines should appear on faculty SWFs.
- At the request of the union, a process was proposed and subsequently adopted whereby management will acknowledge a SWF that has been referred to the CWMG for a workload complaint.
- The union expressed concerns over the accuracy of minutes from CWMG meetings, and concerns over the timing for receiving revised minutes from CWMG meetings. I participated in a special session that was convened to revise the minutes from multiple meetings to deal with the backlog of minutes. In the newest development, it has become known that the minutes are being developed with the direct input of management.

Members of the CWMG and the local 653 union executive attended a meeting to oppose, to explore and to better understand the new system of SWF administration that is underway at Northern College – this follows concerns raised at the CWMG.

Following months of overall inactivity by management, there has been progress and (apparent) success in obtaining a new WRA to serve for workload complaints from faculty at Northern College – Ian Anderson is the primary WRA for the next year, and Katherine O’Neil is the secondary WRA. For the year following, Katherine O’Neil is the primary WRA, and Ian Anderson is the secondary WRA. A critical step in this achievement was the stroke of local 653 making a formal request to the Ministry of Labour for a WRA to be appointed to Northern College.

I drafted and distributed a communication to faculty with regards to the need to have a workload allotment on SWFs with regards to the *Discover Northern College* recruitment events.

There are multiple workload complaints from multiple faculty that are making their way through the system, including WRA hearings.

### **Warren Schaffer**

Co-chair (Local 653) – CWMG Committee  
May 11, 2017