

## Chief Steward Report 2017

Here we are, envisioning the end of another academic year! Your Union executive has been quite busy overall. We are always on the lookout for new union stewards. If you are interested in becoming a steward, please let anyone of the LEC members know. We will be happy to help you with the process.

I also want to welcome our new stewards. The LEC members are looking forward to working with you.

Our Collective Agreement expires on September 30<sup>th</sup> 2017. We had the opportunity to give our input on the demands that will be brought to the Colleges when bargaining is set in motion.

**Grievances and Arbitrations:** We filed an employment equity diversity grievance in May of 2016. We have had a few discussions about this grievance since then, but no tangible results. Therefore, we decided to refer this grievance to Arbitration on April 4<sup>th</sup> of this year. There were two Union policy grievances filed in March of 2015 about exceeding the maximum number of weeks worked. These grievances were finally resolved in December of 2016 by way of a MOS which essentially had the College agree to refrain from SWFing beyond the allotted weeks without first seeking Union's consent. We attended our first Arbitration for the 2016 -2017 academic year in September. This was about our group grievance re. PD days. The full report can be found on our local six five three website. Our second Arbitration hearing in September 2016 was about the mining coordinator grievance. Unfortunately, we were left with no option but to drop the grievance (on the advice of our counsel) as there was not enough evidence to convince an Arbitrator of the validity of our case. On October 6<sup>th</sup> there was an Arbitration held pertaining to a personal grievance re. to abuse of management rights. The Arbitration scheduled for November 2<sup>nd</sup> 2016 was cancelled as the grievor agreed to settle beforehand. It was about vacation days. On May 5<sup>th</sup>, we had an Arbitration scheduled for a grievance on minute-taking at staff meetings. It was cancelled due to bad weather and will be rescheduled at a later date. On May 11<sup>th</sup>, we had a scheduled Arbitration for a personal grievance pertaining to return to work protocol, accommodation, sick leave. This grievance was settled and the Arbitration was cancelled. On May 17<sup>th</sup>, we have an Arbitration scheduled for a grievance about being sent a SWF at home when individual is off sick.

There was an Arbitration scheduled on June 15<sup>th</sup>/17 re. grievance about improper use of medical forms. We believe they were asking for too much private information. This grievance was withdrawn on May 9<sup>th</sup> as the College has

changed its provider recently. We will see how the new provider handles outsourced cases.

The number of grievances being filed and forwarded to Arbitration has increased dramatically in the past two years, especially. There is an alarming trend on the College's part to dismiss our grievances and to let us forward them to Arbitration before they take us seriously. They do not hesitate to consult with their legal counsel re. their recourse and are essentially unwilling to settle any grievance before it gets filed to Arbitration. At the same time, they complain that we refuse to try and settle our grievances before the Arbitration stage and, or that we settle for the same outcomes that they offer beforehand. This is a misrepresentation of what is actually happening.

**Return to Work Committee:** We had several meetings for members returning to work. Some included accommodations like reduced workload, timetabling changes and course changes. We also had a couple of meetings about the College's change of disability management provider. We will keep an eye on how the College accesses and uses this service. It is still somewhat unclear to us how and when the College will decide to use Morneau Shepell's services.

Please do not hesitate to consult with your union steward(s) if you have any questions or concerns about your workload, safety, working conditions, issues with managers, etc. We are here to help you.

Respectfully submitted,

Suzanne Tremblay