

Local 653 2016- General Membership Meeting, May 12, 2017. President's Message

It is coming to the end of another academic year and time to reflect on the successes and challenges of 2016-17 and the opportunities for 2017-2018. Some of you will recall that we had a meeting with senior management team, at the request of President Gibbons, again with the hope of resetting the labor relations button. Well, has anything changed? I leave this as an open question.

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 ongoing concern for the local. The non-full time numbers are continuing to rise dramatically when compared to that of full-time. We had 82 F/T in 2008. Now we are down to 73 F/T and twice this number as part-timers. 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

Four full-time faculty member' positions will be vacant on June 30, 2017; four due to retirement. The college has posted one position, no interview yet, and the rest remain to be posted. We have put THIS item on or next UCC agenda. Another position is vacant due to a member on LTD that has exceeded the two-year limit, hence the conversion. And of course, the staffing moratorium still lives on. ..

Grievances/Work Load Complaints

The union local has many grievances en route to arbitration hearing. Our chief steward will provide details in her report. Finally, we have appointed WRA, all our outstanding workload complaints will now be proceeded.

Article 11.08 and Volunteer

This article continues to be under attack from the management- from COMMS system to the Open House, the list goes on... 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 continue to educate our members in aspects of article 11.

Relationship with OPSEU

As you know, there is an ongoing negotiation between our Division and OPSEU about a new "Deal" for our division. It is on-going but fraught with animosity on both sides. With the OPSEU 2017 Convention outcome- Smokey Thomas was re-elected, it is my hope that cooler heads will prevail before bargaining starts.

Bargaining - It is in motion and I will speak about this at the meeting. Finally, I like to take this opportunity to welcome our three new stewards.