

Chief Steward Report May 2018

Highlights of some of the activities from June 2017 to May 2018

WRA hearing in Kirkland Lake re not enough hours attributed on SWF (unsuccessful)

Prep and strategy meeting re WRA held in Kirkland Lake

WRA hearing re not receiving 6 week notification for new SWF (successful)

June/2017 : TC-17-03 grievance pertaining to a Faculty receiving 2 SWFs that violated workload limits referred to Arbitration: MoS reached in Jan/18

Grievance pertaining to a Faculty not getting proper vacation days and being refused PD days referred to Arbitration: vacation days dispute settled before Arbitration; PD days not settled and eventually resent to Arbitration(see below)

Aug 24/17: Regular LEC meeting to discuss various issues (note we usually have our first meeting in September).

Aug 29/ 17: LEC meeting called to discuss bargaining and booking an AGM Sep 6 and planning for the strike vote on Sep 14

Sep 13/17: TC-17-04 referred to Arbitration; settled at the last minute (just a day or two before Arbitration date). Pertaining to PD days

Oct 13/17: LEC meeting re impending strike, re prep and strategies
5 week strike. (no comments necessary)

Dec 13/17: meeting with management re. determining terms of reference re indigenous hiring grievance (grievance submitted May 3/16) This issue is ongoing. At last word, management has offered to hire an indigenous manager (not a typo!!)

Dec 18/17: meeting with Board Chair and other board rep re concerns about management's behavior during strike; results were unsuccessful

Please see the WMG and UCC reports for information on their concerns and issues

Jan/18: MWA agreed to by a Faculty. Union objecting to the process, how not consulted properly ex. Union had to insist on a meeting with management to discuss this further and, subsequently a grievance was filed and referred to Arbitration

Grievance re. Faculty taking minutes was dropped on Counsel's advice, as CA unclear on this. Was then filed by support staff and then rejected by management as inappropriate.

March 29/18: Arbitration re Faculty disciplined inappropriately and harassed; College offered a settlement which Faculty was not prepared to accept, nor did our Counsel know about beforehand.

March/18: Grievance filed re T4 slips being only available electronically. Has been settled.

College giving Faculty the option to have their T4 slips mailed to them if they so prefer.

May 14/18: WRA to be held in Kirkland Lake re retroactive accommodation work being assigned without proper compensation

June 8/18: scheduled Arbitration for grievance re. Local president being denied time off to attend a union meeting in southern Ontario. Note: only one other College denied this time off.

June 12/18: Arbitration re. Partial load employees salary calculations

Respectfully submitted,
Suzanne Tremblay
Chief Steward