

Local 653 2019- General Membership Meeting, May 10, 2019. President's Message

It is coming to the end of another academic year and it is time to reflect on the successes, challenges of 2019 and the opportunities for 2019-2020. My focus, as the president, is to try and get to all three the campuses, listen to faculty members and partial loads, then assist them with the available union local tools. So far so good! As far as our labor relations with the College go, nothing has really changed, but that building block of arduous work continues. We remain determined to make the College accountable to the provisions of the C.A. Here are some of the issues...

Full Time Faculty Numbers

Getting more full-time faculty members has been good for the morale of our members. We have about eleven new full-time members since my last report; more are still coming. This increase, as you all know, is due to unprecedented increase in the number of international students. This has become a game changer in the way we see post-education. However, the downfall of this influx has been legion-academic integrity issues, lack of student's preparations, summer/spring semester etc. and these have led to a very stressful workplace for our members (recall the climate survey). Currently, we have 83 F/T faculty members – same number we had in 2008 and 40 partial loads.

Full-Time Hires, Vacant Full-Time Faculty Positions/Retirements

The College hired eleven F/T faculty last September. Two full-time faculty members' position are still vacant – one each in the Business Department and Veterinary Department. The former is currently staffed by a sessional. We have filed a staffing grievance. One member is on Leave of Absence without pay, and another is on sick leave. We have four members retiring this June and one retired last December. The college seemed to impulsively commit to full-time hires in response to international students boom. With the anticipated changes to provincial funding, this will remain the new norm.

Grievances/Workload Complaints

The union local has many grievances en route to arbitration hearing. Our chief steward will provide details in her report. Finally, after a lot of negotiations, we have appointed new WRAs, all our outstanding workload complaints will now be processed. The co-chair of the CWMG will provide details.

Article 11.08 and Volunteer

This article continues to be under attack from the management- from COMMS system, Master Course 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. For having a swift during a non-teaching period, should be a "no-go"

Labor Relations with the College- For now, I will say just a mediocre one. We continue to file FOI Requests and let article 32 handles the rest of violations. I will discuss specific issues at the meeting.

