

Chief Steward Report May 2019

Highlights of some of the activities from August 2018 to May 2019

August 2018: We came back to work and were confronted with many challenges during the Fall semester, such as: an unanticipated large influx of international students, (Quote from Management: 409 international students taken in) with little support for them and Faculty who were assigned to teach them. The adjustment on both sides was difficult, but attained. The Union was kept quite busy helping Faculty cope with the increased workload and demands made upon them. Faculty can be proud of how well they met these employer expectations.

September 2018: Issues around timetabling brought forward such as requests for blocks of time not being honored; Union suggests a review of system software needed and consider manual timetabling. Master course guidelines discussed. The Union position is that any assigned work should appear on SWFs.

October 2018: Faculty obligations during accessibility centre testing discussed. Partial Load Registry must be put in place and registration must be done by Oct. 30th for the next academic year. See the Registration site on Noraction. Northern College Digital Campus is a difficult area to explore with the College as they are not interested in sharing any information with the Union. Incident where a Faculty member was threatened was not handled well by the College.

November 2018: Student feedback: surveys will be deployed on Blackboard. Questions asked can be seen on the Quality Assurance site on Noraction.

December 2018: A SWF was issued to a Faculty member during the non-teaching period between Christmas and New Year to do Master Course Development. This is considered our Christmas break (Dec. 23 to Jan 2). As there is such a short turnaround time before the January semester, this is objectionable behavior.

A Faculty member in the Trades agreed to a MWA from Jan-April 2019. As a note of caution, the members are encouraged to consult with their Union before agreeing to WMAs as they tend to have enormous workloads.

January 2019: The College/Union diversity meeting(s). One such meeting was called by management and the Union attendees were very disappointed with the outcome. The modification to the last week of the semester (calling it Teaching/Exam week) has caused some confusion among Faculty and students. Why wait so close to the end of the semester to implement this change, and why not discuss this at the UCC first? There is an increase in student appeals. The Faculty workload involved in these appeals is very demanding. The Union is seeking a Local Agreement to compensate Faculty for the extra time.

February 2019: The College provided a note on the multi-College collaboration that has been agreed on by 5 Colleges. The College maintains it is more of a collaboration for resources. Management announced that a Spring semester will be rolled out.

March 2019: A program viability framework has been implemented. The Union will be following this closely, as it may impact some Programs and Faculty. The Union is seeking clarification as to whether the Conflict Resolution Policy is being used when a part-time Faculty is involved in a student complaint.

April 2019: The College is implementing a new credential framework. College PD will now be offered at different times of the year as opposed to the traditional May-June period. The climate survey results were discussed. The College stated that there are some issues that need to be addressed. Management will be bringing the results to the BoG for review and possible actions to be taken.

May 2019: PD days. We encourage you to take your professional development days as you are entitled to them. They cannot be unreasonably withheld from you.

More Faculty than ever are being issued Spring SWFs. Please go over your SWF carefully before you sign off on it. If you have any question about your workload feel free to ask your local stewards for clarification.

The OPSEU Convention will be held on May 23rd to May 25th this year.

Grievances and Arbitrations:

Arbitration: Nov. 14th/2018 re MWA about improper notification to Union. College admitted should have referred to WRA if they were not happy with Union refusing to accept MWA as presented.

Arbitration: complaint re PD days refused held in Timmins on Jan. 29th/19 Results: not enough facts brought forward so Arbitrator denied.

Grievance: TC-18-08 re Faculty SWF issued in a non-teaching period and Art. 6, was settled SWF in question dropped from the fall term and added to the winter term.

Grievance: TC-18-09 re improper Step calculation for a new Faculty referred to Arbitration at end of January.

Grievance: TC-19-01 re Full-time position in Business being filled with Sessional referred to Arbitration on March 11th/19

There are no Arbitrations scheduled till the end of June.

Respectfully submitted,

Suzanne Tremblay,

Chief Steward

