

**Report of 2nd Vice President – CAAT-A Local 653 2018-2019**

**General Membership Meeting of OPSEU Local 653**

**May 10, 2019**

I have worked on a variety of tasks and initiatives this year, working individually and with other members of the LEC, including:

- Promotion of workplace diversity with respect to new faculty hires, and in particular with the goal of the recruitment of Indigenous faculty members. Meetings with the new Vice President Finance and Administration were very encouraging however for unknown reasons she stopped meeting to discuss this issue and, other than lip service, college administration seems to have lost interest in this initiative.
- Master Course development. To their credit, senior management was very responsive to our early concerns and thus we played a significant role in the shaping of the final form of the relevant official procedural documents (A-28-PR-1, and A-28-PR-2). Unfortunately, certain academic managers have demonstrated either ignorance of, or indifference to, the approved official procedural documents. As a consequence, their efforts to administer the completion of Master Course work have shown no affinity to either the letter or spirit of the approved procedures. To compound this issue, the same managers have demonstrated varying degrees of willingness to assign Master Course work in ways which violate the collective agreement. This is an ongoing concern which will likely require ongoing intervention.
- Confidentiality agreement. I have researched and prepared a response to the college's attempt to impose an invalid post-employment confidentiality agreement on faculty. Attempts to set a meeting with management to discuss this have, to date, been unsuccessful.

A general summative observation I would make concerning this year is that workplace morale continues to decline, and there are seemingly an increasing number of employees facing work related mental health issues. It would seem that if the college does not take meaningful steps to make changes to address these issues the workplace environment will continue to deteriorate. The unanswered question remains whether these problems are truly systemic in nature, or if in large part they can be traced back to specific individuals in various positions of leadership.

Clint Sheehan



2<sup>nd</sup> Vice President – Local 653

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