

Report of 2nd Vice President – CAAT-A Local 653 2021-2022
OPSEU Local 653 GMM; May 13, 2022.

I have worked on a variety of matters this year, individually, via committees, and with other members of the LEC. Some highlights include:

- **Collective Bargaining.** This was a year that saw significant extra work for the LEC members related to the bargaining process. With the contract imposed by the CEC after the expiration of the collective agreement, and following the breakdown of negotiations, matters escalated. The innovative work to rule campaign created a number of challenges to navigate locally including continuity of animal care at the veterinary clinic, and the involvement of Nursing Department faculty at vaccination clinics. The local was able to broker resolutions which met the needs of all stakeholders without compromise of principles. To everyone's relief, a strike was averted at the 11th hour.
- **Disciplinary actions.** This year the local contended with a particularly challenging and time consuming matter of disciplinary action involving a faculty member on leave. The matter involved multiple articles of the collective agreement, multiple college policies, labour laws, and external third parties. Whether or not the matter ends up fully resolved remains to be seen but the local was able to procure significant short term relief and benefits for the employee. Much of the progress transpired through informal without prejudice or precedent meetings with the college. To their credit, the college has been responsive and compassionate in its response.
- **Management conflicts.** One longstanding and complex set of complaints by a faculty member against their manager was resolved to the satisfaction of the member at arbitration where a settle was reached. A new matter has recently arisen involving an entire department and their manager. It remains to be seen if an internal resolution can or will be reached.

Between the ongoing pandemic and the breakdown in bargaining, it goes without saying that this has been another challenging year for everyone, faculty and management alike. On the positive side, cooperation and collegiality on the part of the college seems to be continuing. On the negative side there have been a number of examples of business as usual on the part of the college. There is plenty of room for local collaboration on local solutions unique to Northern College which do not require either side to compromise its mandate or principles. This pathway begins with an effort on the part of both sides to build trust and to attempt to undertake a more mediatorial approach.

Clint Sheehan



2nd Vice President – Local 653