

GMM – CAAT-A Local 653 Oct 2022
UCC, 2nd VP, Chief Steward Reports.

UCC Report

As per Article 7, the Union College Committee (UCC) is a communication and dispute resolution catch-all joint committee for all matters falling outside the scope of Articles 11.01, 11.02, 32, and 33. It is a forum in which the college can disseminate information to the local specifically and faculty in general (e.g., draft policies, staffing changes), in which the local can address questions and concerns to the college, and in which the college and the local can work to informally resolve disputes. The UCC has regularly scheduled 2 hour meetings on the 3rd Friday of each month from September to May. The meeting atmosphere has been more collegial, and albeit not perfectly, the college has been more engaged and responsive than in the past. Besides the obvious array of matters related to COVID-19 and to bargaining, this past year the UCC dealt with a wide range of issues including: partial load registry; Article 27.12 staffing; equity, diversity, and inclusion; college communications; college policy and procedure changes; and more. The meetings have been useful for information and communication purposes and have reduced the number of disputes that otherwise would have been addressed through grievances.

This academic year matters tables at the UCC so far are;

- Day 3 Attendance Checks
- Fall Timetables
- Full Time Faculty SWFs
- Article 27.12
- Article 11.01 H PD Days
- Elective PD Sessions
- Right to Representation

2nd VP and Chief Steward Reports

2nd VP: The start of the year was noticeably disorganized at multiple levels. Some of this can probably be attributed to the transitioning back to in person operations, some to staffing turnover, and some to increased enrollment but in large part this is probably due to the long standing problem of poor consultation and communications within the college administrative structure. It often seems the right hand does not know what the left hand is doing. On the other hand, it is encouraging to see that the improving climate and willingness to collaborate to resolve issues on the part of management seems to be continuing. With that said, sadly there is still a widespread significant lack of knowledge of the collective agreement on the part of management which results in needless problems arising. There are also isolated but persistent problem spots with certain individual managers. Ultimately labour relations are a work in progress.

Chief Steward: We currently have two grievances in the works. One is scheduled to be heard by an arbitrator in December and the other one is a group grievance which is on hold pending the completion of an investigation by an independent third party.

It's important for everyone to be aware that Article 32 in the Collective Agreement outlines formal steps and timelines for dealing with any complaints they might have against their supervisor or the college. It's critical for all faculty to adhere to the details of this article whenever a complaint arises in order to retain their eligibility to have it heard by an arbitrator if necessary. The first step is for the faculty member to meet with their supervisor for an initial discussion within 20 days of when the circumstances arose that gave rise to the complaint.