

Report of the CWMG committee

OPSEU CAAT-A Local 653 2022-2023

General Membership Meeting of OPSEU CAAT-A Local 653

May 23, 2023

Current union members of the WMG are:

- Warren Schaffer (co-chair)
- Rose-Marie Deacon
- Rebecca de Roos
- with Eric Lapajne (observer)
and Neal McNair (*ex officio* member)

The **functions and considerations** of the WMG are described in the Collective Agreement (**Article 11.02 C 1, Article 11.02 C 2**) – this includes **reviewing workload assignments in general at the College** and **resolving apparent inequitable assignments**.

In general, the WMG committee meets once a month, but additional meetings can be called, if needs arise.

All committee members have been encouraged to pore over provided materials, to seek out beneficial resources, beneficial contacts and offered training, to actively engage and assist faculty, and to employ good union practices (including consultation, notetaking and record keeping).

Items from WMG committee meetings in 2022-2023 have included:

- Workload complaint with regards to inadequate recognition of overtime generated with professional development overlapping with a fulsome SWF
- Workload complaint with regards to inadequate intercampus travel time on SWF
- Workload complaint with regards to inadequacy of time on SWF for preparation for courses
- Workload complaints with regards to late SWFs
- Workload concern with regards to lack of time on SWFs for updating course materials with regards to captions for accessibility
- Workload concern with regards to lack of time on SWFs for training associated with changes to Blackboard Ultra
- Workload concern with regards to lack of time on SWFs for new uses of Blackboard Ultra
- Discussion of need for union to be provided with all SWFs and timetables in a timely manner
- Discussion of mandatory training
- Discussion of time for faculty to process Academic Integrity violations
- Discussion of the interpretation of the *Multi-Mode Adaptation* letter of understanding from the Kaplan decision (decision released on September 23, 2023).

Overall observations include:

- **There can be a disconnect at times on the committee – with a lack of connection between words and actions.**

The union attempted to explore management's interpretation of the *Multi-Mode Adaptation* letter of understanding from the Kaplan decision by raising the item on October 21, 2022. The union posed specific questions to management. Management agreed to have a WMG meeting to devote to this issue on November 11, 2022, where the union presented information with references to the Collective Agreement. Management provided answers to the questions from the union. The union expressed discontent about the approaches presented. Management committed to sending the information out to all faculty. No information was sent out. At the November 18, 2023, meeting, management expressed that the sending out of information was merely a request from the union.

- **Words are important.**

Early in 2023, in conjunction with discussion of the events at the November 2022 WMG meetings, and the content of the minutes from the November 2022 WMG meetings, management insisted that the minutes of WMG meetings should not be detailed (should be the gist of what was discussed with information from the perspective of a high level on actions, decisions and next steps (the What of discussions) but without details (not the How, When, Where, or Why)). The union expressed dissatisfaction with this change. Both sides agreed to continue to take their own

notes on the proceeding from WMG meetings. Both sides agreed that there will not be any minutes recorded for WMG meetings when a workload complaint is presented, but all committee members will keep their own notes.

- **Representation is important.**

On multiple occasions at WMG meetings this year, management has responded to union input with a pointed dismissal and has labelled union input as “personal opinion”. The union formally responded that this is not the case. The authority of union members of the WMG arises from multiple documents, including the Collective Agreement, the Constitution of OPSEU, and the *Colleges Collective Bargaining Act*.

- **Information is important.**

On multiple occasions the union members of the WMG have requested timely and complete copies of all SWFs and timetables. This information has not been provided completely nor in a timely manner.

On multiple occasions the union has expressed dissatisfaction with the revisiting and reporting of the results of WMG complaints back to the WMG committee. There is a new agreement that the results of WMG complaint proceedings will be reported back to the WMG committee.

- **Process and timely proceedings are important.**

There is a need for more timely progress of workload complaints to arbitration, as evidenced by one complaint that was referred to arbitration in the summer of 2022. To date, none of the many multiple proposed arbitration dates in November 2022, December 2022, February 2023, March 2023, May 2023, June 2023, August 2023, nor October 2023 have been accepted by management.

All faculty are **advised** to familiarize themselves with **Article 11** and especially the maxima for contents of their SWF.

A **guiding document** has been prepared and posted to the local653 webpage to assist faculty to review their SWF.

Article 11.02 A 2 provides that the SWF shall include **all details of the total workload** including teaching contact hours, accumulated contact days, accumulated teaching contact hours, number of sections, type and number of preparations, type of evaluation/feedback required by the curriculum, class size, attributed hours, contact days, language of instruction and complementary functions.

Article 11.02 A 4 provides that in the event that the teacher is **not in agreement** with the total workload and wishes it to be reviewed by the WMG, the teacher must so indicate **in writing to the supervisor within five working** days following the date of receipt of the SWF.

Article 11.02 A 6 provides that In the event of **any difference** arising from the interpretation, application, administration or alleged contravention of 11.01, 11.02, or 11.09, a teacher shall discuss such difference as a complaint with the teacher's immediate supervisor. The discussion shall take place **within 14 days after the circumstances** giving rise to the complaint have occurred or have come or ought reasonably to have come to the attention of the teacher in order to give the immediate supervisor an opportunity of adjusting the complaint.

It will remain helpful for faculty to be aware that when they are in discussions about resolving a workload complaint with their manager, that it will be **best to express to management that their (newly discussed) information will be considered and that they will need time to respond.** As part of their consideration faculty could reach out to the union local as a general mode of response.

There is a **need to set the agreed lists of arbitrators for 2023-2024.** In the past, the union has put forward Ian Anderson, Paula Knopf, and Judy Rantala as our choices.

Warren Schaffer

Co-chair (Local 653) – CWMG Committee

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