

People can email questions to Liz at her non-Fleming email address: [lizlocal352@gmail.com](mailto:lizlocal352@gmail.com)

Call to order: 3:05pm

Reading of OPSEU Statement of Request

Land Acknowledgment

Topic	Discussion
Purpose of Meeting	<p>Answer questions – will answer 5 or 6 questions that are most common</p> <p>1. Why did the Local not enter into a local agreement with the college to extend the fall 2020 SWF deadline?</p> <p>OPSEU is one of the few unions whereby members have carriage rights. Carriage Rights means that the individual member alone has 100% control over their ability to put in a grievance. The member also has complete control for what happens after.</p> <p><a href="https://opseu.org/information/tools-and-resources/choose-better-service/17449/">https://opseu.org/information/tools-and-resources/choose-better-service/17449/</a></p> <p>Other unions operate with a grievance committee. If a member wants to submit a grievance, the grievance is reviewed by the committee to determine if it is worthy of going forward. There may be several reasons why a committee chooses not to take a grievance forward.</p> <p>As an OPSEU member you have absolute control and right to put in a grievance. To that end, the Local cannot agree to any agreement with the employer that takes away your right to grieve (carriage rights).</p> <p>When the college asked for the LEC to consider a local agreement to extend the deadline for Fall 2020 SWFs from May 15<sup>th</sup> to June 10<sup>th</sup>, we determined we didn't have the right to agree as the result would prohibit a members rights to an individual grievance.</p> <p>The college decided to issue SWFs on May 15<sup>th</sup> with the understanding the CA allows the college to revise workloads. Workloads are often revised as enrollment changes. It is the union's position that all members rights must be protected.</p>
2. What was the working arrangement for the remainder of the Spring?	<p>The College discussed and agreed to Spring work well in advance of the 6-week deadline for the spring semester. this work fell under Article 11.08 and was understood to be Academic Renewal. In accordance with the CA, the College has the right to revise workloads as it deems necessary after workloads have been discussed and agreed upon. In this case, the college was revising the agreed upon work for Academic Renewal to that of course development and in some cases, teaching.</p> <p>The local agreed with the chairs that that April 9<sup>th</sup> was a reasonable date to finalize revised spring workloads, however, didn't believe the College needed a local agreement. The college's decision aligned with the CA in that the college has the right to revise workloads due to unexpected changes, we see this happen regularly when sections of courses are collapsed due to low enrollment, or sections added due to increased student numbers.</p>

<p>3. What arrangement did we have for completing the Winter 2020 semester?</p>	<p>In mid-March, the College informed the union they would not revise or reissue SWFs for the remainder of the Winter semester when face to face classes ceased and alternative delivery began. The union could not agree to the college's position as the CA states full time faculty receive a SWF that reflects their actual workload. It was agreed that the "pause" week was a non-teaching week (Article 11.08).</p> <p>The union and college did not enter into a local agreement, rather we discussed what the college was prepared to do and what the union could agree to. At this time it was mutually agreed that the CA would direct the situation to ensure members right to grieve remained protected.</p> <p>The college was willing to review overtime requests on a case-by-case basis and hourly limits and compensation would be in accordance with the CA. Faculty who were in a position where their weekly workload had reached the maximum hours, should notify their chair and ask for direction.</p> <p>It was our position that not entering into a local agreement our members CA carriage rights were protected.</p>
<p>4. What's happening at other Colleges</p>	<p>Liz has been meeting with local presidents at the other colleges on a bi-weekly basis.</p> <p>Faculty at Fleming were engaged immediately in the discussions around curriculum shifts through the Academic Working Group. The group consists predominantly of faculty, support staff and some managers where a number of cross-college academic concerns were resolved. Unlike some other colleges we were not left out of discussions – we were well ahead of the game as far as being involved and collaborative. Other committees where faculty have been involved or taken the lead include the Boot Camp Taskforce and the Applied Learning Integration Team.</p> <p>Province wide, there's a big discussion around about whether faculty should be receiving a new prep factor on Spring and Fall SWFs for any courses that are being taught for the first time an alternative delivery. There have been some cases that have gone to the arbitrator. We don't have a clear understanding from an arbitrator how they will rule -- whether this is new prep or not. It's the local's position that the language of a significant change applies to the course, not necessarily the curriculum, and it would qualify for a new prep.</p> <p>The college is aware of our position. It will fall to the individual faculty to determine whether they should have a <i>new prep</i> on their fall SWFs. There was one college where they did give new prep to all faculty for the courses they were teaching in the summer. This College then changes their position for the Fall due to the pressure from the other colleges. If you're getting your fall SWF and you're not seeing a new prep and you believe that it should be there, you should contact your steward or take your SWF to WMG</p>

5. What are the Health and Safety impact for the Fall?	<p>The College has been measuring out rooms and determining capacity based on current protocols. In accordance with the Ontario Occupational Health and Safety Act, the Joint Health and Safety Committees will perform an evaluation of the safety protocols and an inspection of each work area before we return.</p> <p>They are looking at restricting the residence from 6 ppl to 2 ppl to avoid sharing of bathrooms. The only people that they are looking at coming back in for the Fall are those who need. There us thought is to have program specific entry points, and single directions stairwells. There will likely be no food services.</p> <p>Other considerations that have been proposed are the following:</p> <ul style="list-style-type: none"> <li>• Faculty and Student having their own laptops, keyboards and mice to reduce the amount of cross-contamination of tech devices.</li> <li>• They are also looking at leaving extra time between classes so that the cleaning staff can come in and clean rooms.</li> </ul>
6. How does the development calculator work	<p>A number of years ago we discovered some contract faculty were developing courses without compensation that was equivalent to when FT faculty develops of course. The union and college created a joint committee that agreed upon the course development calculator. The result was consistent course development/redevelopment and conversion time calculated and attributed for developing or converting any course. The basis of the calculation comes from the following: for full conversion of a course 3 development hours are attributed as a minimum for each TCH. At a minimum faculty should receive a minimum of 3 hours of development for each TCH. Different courses will have different level of complexity and may require additional time.</p>
7. Election of Stewards	<p>OPSEU has approved an amendment to the Constitution that allows locals to extend terms of office for stewards during a time of restricted numbers of gatherings. Local 352 is in an election year and a motion was passed in May that we extend our term of office, in alignment with the OPSEU amendment, until we can hold a General Membership Meeting and elections. We could set up an online voting system, however it would not be completed until into the vacation time and we would not have quorum.</p> <p>We have permission from OPSEU to extend the terms of the stewards and officers until we can meet with quorum.</p> <p>The stewards have all accepted the opportunity to extend their terms.</p>
8. Is the College looking to move all lecture online?	<p>Once we have the course materials in alternate delivery, the lectures are likely the pieces that can stay in that delivery mode the longest.</p> <p>Faculty are developing creative and innovative ways to have students submit lab work. Some placement sites have closed (e.g. restaurants) however some are still open (e.g. hospitals). We are working to get students back into placements sites safely.</p>

	Our College has committed to getting back to face-to-face classes as soon as possible, but we need to do so safely. We don't think the College is ready to commit to online for the Winter yet.
9. Swag	When we were on strike, we received some toques that were very popular swag. OPSEU has now come out with OPSEU face masks that will be available. The local will purchase cloth face masks and more information of where you can pick these up will come. These masks do not absolve the college from providing appropriate PPE for employees. These masks are designed to support social distancing measure.
10. When will we know about layoff in the Fall?	Maureen has been very clear that she is not anticipating any FT faculty layoffs for the Fall. Unfortunately, there is no layoff language in the collective agreement to ensure that partial load faculty will be hired back. Rather, contract faculty are just not offered work. We hope to hear more about rehiring of the Support Staff for the Fall
11. What will class sizes be in the Fall	Due to the online nature of some delivery, there will not be the same restrictions on class sizes as in the past. There are class sizes protections built into the SWF as a result of the formula that takes into consideration the number of students. Contract faculty do not have the SWF formula; therefore, their numbers can change without recognition/compensation. The union will be monitoring for "unreasonable" workloads for our contract faculty in accordance with the CA
12. When will FT faculty receive their SWFs and contract faculty receive their workloads	FT faculty received a SWF on May 15 <sup>th</sup> . The college may revise these SWFs which they have indicated will be by June 10 <sup>th</sup> . The contracts for part-time and partial load faculty should come out shortly after up to the beginning of the fall semester. These workloads will be offered in accordance with the CA and Partial Load Registry
13. Timetable restrictions	The 2020-21 faculty restriction forms are due soon. They include Saturday and Sundays. If you have restrictions that prevent you from working on Saturday and Sunday you should indicate this on the form. <b>Article 11.01 L3:</b> The collective agreement provides that any work assigned on Saturdays and Sundays are credited with one and one-half times the credit hours normally given for hours so assigned and attributed. Faculty could restrict Saturdays and Sunday for medical, family status and religious restrictions. We will look into other valid reasons for restrictions. It is also a good idea to let your Chair know in advance that you are not willing to accept overtime if that's something that applies to you.
14. Will there be replacement of retirees	We haven't heard of a plan for replacements, but if necessary, we will follow-up with an Article 2 grievance.
15. What about program closures/non start up in September or December due to low enrollment?	There haven't been any announced so far. Enrollment is only tracking down about 3% right now. The union has requested that the college provide enrolment numbers for the spring semester and to update us on enrolment for the fall semester as they are confirmed. We have asked how enrollment will impact decision making, however the college has not provided us with an answer.

16. What's up with the leadership changes?	<p>"We are looking for stability in a time of uncertainty." It is unclear how decisions were made regarding changes to the leadership team. A number of members directed the LEC to convey to SMT the following:</p> <ul style="list-style-type: none"> <li>faculty request clarification regarding process for making the recent leadership changes. Did SMT consider the staff engagement survey where Maureen asked faculty to provide feedback regarding Management? It feels as though that information is being ignored.</li> </ul> <p>"At this time when we are needing stability and security the move (<i>decision</i>) at this time has left many feeling quite the opposite"</p> <ul style="list-style-type: none"> <li>Has there been discussion regarding the LDS team reporting to an academic leader?</li> </ul>
17. Are students being told they should be moving to Peterborough for the fall semester?	<p>We understand that Residence is being planned to be at reduced capacity. An email came out from Roni, but it seemed more like an orientation link. Trent has been encouraging students to come into residence and some students are planning to take classes online from residence.</p>

If anything else comes up, please don't hesitate to send in your questions.