

General Membership Meeting

OPSEU Local #352

Date: September 3, 2021

Time: 10am to 12pm

Location: Zoom

Call to order: 10 am

Land acknowledgment

OPSEU Statement of Respect

Overview of Local

Local number 352 – Region 3

Represent counsellors, instructors and professors are Fleming -- Full-time and partial load

Many members float between partial load/part-time and sessional and everyone is welcome regardless of their status at the time of the meeting.

Our current collective agreement expires on September 31, 2021, so this is a bargaining year.

Support Staff Local is 351. Local president is Marcia Steeves.

Introductions:

President – Liz Mathewson

Treasurer – Amanda Rochon

Vice-President – Suzanne Hoke

Secretary - Victoria Maystruk

Chief Steward – Audrey Healy

Website: flemingfacultyunion.org

Newsletter Editors/Website: Victoria Maystruk and George Fogarasi

Stewards:

Marikka Williams (Frost)

MaryLou Lummiss

Val Bolsterli

Thom Luloff (Frost)

Nancy Sukornyk

George Fogarasi

Amanda Mushynski

Karen Bateman

Soobia Siddiqui

Ann Hines

Kari Draker-Fortis

Charlie McGee

Tom Jenkins

What do we do?

Participate in college/union committees

Academic Union College Committee (AUCC)

Bring items related to academic issues, new initiatives that the college is going to act on. Has previously been more collaborative and we are thinking it will move that way again in the future with the new VPAE. Co-chairs are Suzanne Hooke and Stephanie

Workload Monitoring Group (WMG)

For full-time faculty is there are SWF issues that can't be resolved with Chain directly. Modified Workload agreements. Also look at some partial load issues as they related to workload (e.g. Partial load registry where email access was restricted). Union Co-chair is Suzanne. Unclear who the management co-chair will be at this time Hooke

College Employment Stability Committee (CESC)

Looks at process for bumping and potential layoffs. Haven't had academic layoffs for several years ago. Requested to start meeting again a few years ago since there is a fund for proactive planning budget of \$500,000 for retraining. Co-chaired by Audrey Healy. The committee has been fairly dormant over the past year because most recent management believes that meetings should only occur if layoffs are imminent.

Return to Work, Medical Accommodations (RTW/MA)

It is required that the union participates and ensures that the College doesn't not request information that they are not entitled to. We ensure that the College is exploring all possible options for accommodations. Recently the process has become less kind/compassionate and the importance of the work the union provides has become more necessary. The Chairs remain kind and compassionate; the change has been with HR. Union Representatives are Audrey Healy and Liz Mathewson

Support members during Harassment and Discrimination investigations. It is strongly suggested that you reach out early. This support is there even if you are called in as a witness

Help members navigate the Collective agreement – Leave (bereavement, parental, PD requests, PL registry and more)

Carriage Rights

These are unique to OPSEU (different from CUPE or some other large union)

The individual member owns the grievance and drives the process – do you want to take something further or end the process.

In other unions there is often a grievance committee and they decide if the grievance is 'worthy' of being put forward.

We tend to have stronger outcomes for individual grievances than for union grievances

Bargaining for the Collective Agreements

The bargaining team send out information at the end of the day on all bargaining days

On Fridays there are Zoom meetings with the union presidents and the bargaining advisory team. We have two Fleming representatives on the BAC – Audrey Healy and Trudy McFadyen

Discussion:

Q: Carriage Rights and the difference between our union and other unions. How do we manage if people are worried about being seen as trouble makers?

A: One of the strongest pieces of our CA and many is the 'retaliation factor'. It is a huge violation if there is any retaliation for union participation at any level. The union does not believe that SMT would stand for a Chair retaliation against a person for union participation. If the SMT did not deal with this directly, this would be another grievance.

The first step in the grievance process is have a discussion about the problem with the Chair.

The second step is a discussion with senior management (typically VPAE or President), it is not with the Chair or Dean.

The third step is arbitration.

If the new VPAE remain committed to problem solving

Another protective factor is group grievances – ten people can grieve together on the same issue. This is especially useful for contract faculty who are worried.

Q: How are negotiation going?

A: About 40% of the agreed upon bargaining days have been used. Our team has put all of the demands on the table at once (except for salary which is probably a non-issue because of the 1% salary cap).

We don't know what the management demands are. Some things have been hinted at (a 12 month academic year, a two-tier system where there is a different clause for new faculty than previously hired faculty)

Asking for more evidence than in the past. Asking to solve things in Task Forces with timelines that at two collective agreements in the future.

We've reached out to the student counsel presidents to help keep them informed.

The fact that both sides are meeting and discussing thing is good news.

Q: What about a Strike Vote?

A: The bargaining team is doing everything possible to ensure that we don't go on strike and negotiate a contract. In order to do this we need to show that we are fully behind our bargaining team. At some point in the future, our bargaining team will be asking for a strike mandate. The more support we can give at this point lessen the chance that we will need to go on strike. In 2017 when the College put forward a contract offer at it was rejected by the membership with 87% things happened.

Q: If there a change of a shorter contract due to the uncertainty of the pandemic?

A: Don't know at this time. Will put it forward to the bargaining team.

Q: I'm concerned about the 'hi-flex' model of instruction and what it would mean for faculty workloads. Is this being discussed at the bargaining table?

A: I believe some colleges are piloting a system where some faculty are teaching to classes in classroom and also streaming to an online class. All of the various delivery models are being discussed at the bargaining table.

It has been suggested that there will be no prep time for faculty who are teaching asynchronously.

This also leads to the possibility of a new category of instructor versus professor.

N.B. The Collective Agreement has a clause that says if you have over 260 student you can (and should) request marking relief. SWFs should now accurately reflect the number of students in your classes. You can request marking assistance even if you aren't over the student limit. 11.01 F 2. Contract faculty could apply for marking assistance if you have grounds and the Chair agrees.

Comment: It concerns me that they are considering taking Trades out of the SWFs

Q: Can Chairs change the Evaluation Factor on your SWF without your knowledge?

A: No. If this happens it can go to workload monitoring. An evaluation calculator is available on the union website: <https://flemingfacultyunion.files.wordpress.com/2017/03/copy-of-evaluation-factor-calculator.xlsx>

Q: Any updates on Individual Course Shells?

A: Because there are two grievances going to arbitration this Fall. Because of this it wasn't possible to have an off the cuff conversation with Stephanie. She was interested in talking about Master Shells and Academic Freedom in delivery mode.

Q: Other concerns?

- Description for Online Blended on Course Outline is Concerning
- Long wait times in responses for RO
- Programs being waitlisted and faculty having to call students themselves

Will have another General Membership Meeting in September which will have more information on bargaining.

We can't hold elections as OPSEU will not otherwise electronic elections so we ask for your support moving forward into the next academic year.