



Heads up



Brief articles on issues of current importance to our members

Volume 3, issue 2

November 26, 2004

Factoids

- ⇒ Monday's general meeting of the Local will be your only chance to have a say in what is to be bargained for the 2005 contract renewal
- ⇒ Only signed up members may attend the meeting
- ⇒ Partial-load members are encouraged to come to the meeting and make their concerns known so appropriate demands can be crafted
- ⇒ One delegate will be elected from those attending to accompany Bernie to central demand setting
- ⇒ A comprehensive collection of suggested demands was emailed to every member on November 19 but no demand can exist until it is adopted at the local demand setting meeting!
- ⇒ The demands we adopt will be forwarded to the central demand setting meeting to be held December 11/12.
- ⇒ The team that negotiates the next contract will be chosen at the central meeting

Workload task force visit

On November 23 members of the Workload Task Force, Ted Montgomery (Union) and Sally Roy (Council) met with interested faculty and administrators to hear their views and their concerns about workload issues in the college. Brenda Wall, a research officer with OSPEU, kept notes for the committee.

The mandate of the task force is to examine issues relating to the assignment of work to full-time faculty and report their findings to the Colleges Compensation and Appointments Council and to the Union. The report is intended to influence bargaining for positive changes in the collective agreement provisions related to workload assignment and measurement.

Although faculty attendance was disappointing (only 9 compared with 8 administrators) those few who did attend were keen to discuss their workload

concerns.

One faculty member was troubled by the increasing number of students seeking out-of-classroom counseling and the consequent inadequacy of the "five alive" clause (11.01F). "The number of students with personal, health and academic preparedness problems is growing," he asserted. Maureen Piercy, Vice-president, Academic, agreed with the teacher and, she says, the problem is system wide.

The teacher also pointed out that the current workload formula fails to recognize the additional work associated with dealing with students with inadequate language skills. This, he stressed, means it takes extra time to mark their assignments and to provide them with meaningful feedback.

He also spoke of the short-comings of

(Continued on page 2)

First to try expedited arbitration

Loyalist College has agreed with the Union Local's request to use the "Expedited Arbitration Process" in Article 33 of the collective agreement to resolve a dispute over travel expenses claimed by a member. This will be the first time in the history of the Union that this provision will be used.

"We're breaking new ground here," said Bernie Belanger, Local President. "I am pleased that the college is joining with us to shorten the waiting time for

the grievor."

The expedited process results in a faster resolution for several reasons:

- rather than waiting in queue for the grievance scheduling committee to allot an arbitrator, the Local and the college choose one;
- it uses only one arbitrator rather than the three person board in the regular arbitration process;

(Continued on page 3)

Task force visit

(Continued from page 1)

the attribution for essay style evaluation. In his opinion its failure to recognize the actual workload involved has fostered abandonment by faculty of essay / project style examinations and assignments. This, he observed, significantly diminishes the teacher's ability to provide meaningful feedback to the students and to detect inadequacies in the design or delivery of the course — two significant factors in successful teaching.

Part-time faculty add appreciably to the work of the full-time teacher, one forum participant observed. Because they are seldom available for meetings, student consultation and other out-of-classroom activities, the

concomitant work devolves to the full-time faculty — mostly without any recognition on the affected faculty member's SWF.

Another member pointed out how a lack of support for

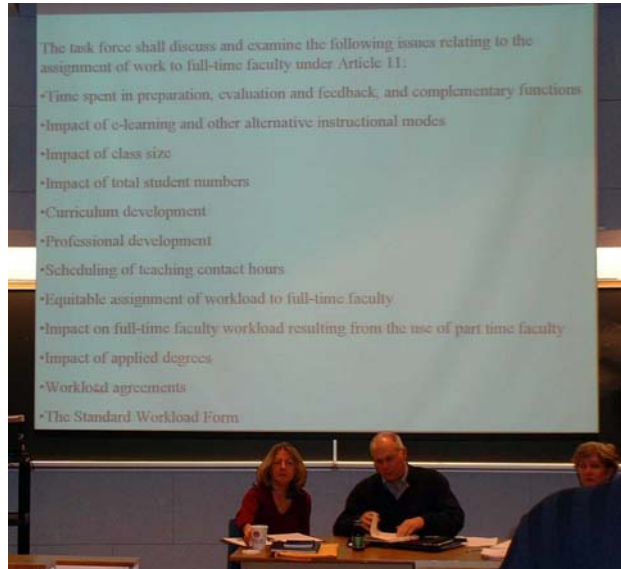
professional development hinders his ability to keep abreast of changes in his field of expertise.

One Dean expressed his concern that the current workload formula system is inadequate to deal with the assignment and recognition of related workload for faculty who are responsible for practice labs.

At the end of the meeting Montgomery thanked the participants and spoke of the several unfortunate incidents, including one that forced rescheduling the Loyalist visit, that have plagued the committee. Consequently, he said, the report will be late.

Loyalist is the twenty-third college the committee has visited. Only Seneca remains.

The report is due on November 30, 2004.



Brenda Wall (left) Ted Montgomery and Sally Roy at Tuesday's Task Force forum. The mandate appears behind on the screen

Local honours recent retirees

Club 213 was the setting for a dinner on November 10 to honour five retiring members of Local 420.

The five, and the year they joined our bargaining unit, are Bill Campbell (1968) Don Pysklywec (1969) Wayne Boicey (1973) Jacob Sontrop (1978) and Percy Kearse (1984).



Don and Percy

Each was presented with a small memento of their membership in the union and was introduced into the OPSEU Retiree Division.

Three individuals were further honoured for their contributions to the executive of the Local. Each has served for many years as a Steward: Wayne Boicey from Skills; Bill Campbell from Technology; and Jacob Sontrop also from technology. Additionally, each has held an officer position in the Local Executive: Wayne was once our Vice-President; Bill and

Jack have each been Local Secretary.

We wish them each a long and healthy retirement.



Wayne, Jacob and Bill sport the OPSEU 4 seasons jackets presented to them by the Local at the retiree dinner

Capital expenditure update

The Local's budget for 2004/05 provides \$14,000 in capital expenditures.

Wall-to-wall cupboards designed to provide enclosed storage space and a desk were allocated \$4,000. The cupboards were purchased during the summer. Material and delivery costs came to about \$3,400.

Wayne Boicey assembled and installed the cupboards in September and October. The Local Executive authorized paying the roughly \$600 residual to Wayne for his labour. Consequently the project cost exactly equaled the budgeted amount.

The \$3,000 allotted for a new computer was used to acquire a Pentium 4 with a 17 inch LCD monitor, and to upgrade some of our software. Also, we bought a PDA for use by Bernie Belanger. It allows Bernie to carry his calendar and notes from meeting to meeting. Bernie can interface with the office computers to store records from the PDA. To date we have spent \$2,750.

The capital budget also



New cupboards in the Union office have greatly improved storage capacity and working space

provides \$7,000 to purchase 2 Automatic External Defibrillators to be donated to and installed in Loyalist College.

It is our intention to acquire 2 "Zoll AED Plus" defibrillators together with wall mount cabinets that sound an alarm when opened and emergency response kits including supplementary oxygen. The company has quoted US\$4,648 for the package. At today's exchange rate, and after



paying the GST, the package should cost us around CDN\$5,850.

You can learn more about AED-Plus at www.zoll.com/AED.htm.

Unfortunately the college is dragging its proverbial while it hems and haws about the potential for liability if it makes the defibrillators available.

As we see it, there is a much greater chance of liability if they fail to provide this life-saving opportunity now that it has been freely offered to them.

Expedited Arbitration

(Continued from page 1)

- it guarantees there will be no last minute preliminary objections to derail the process;
- it requires advance disclosure of the facts and the documents to be relied upon;
- it compels the arbitrator to conduct the arbitration within a specified time frame; and
- it dictates that the arbitrator must hand down

the decision within 45 days of the hearing.

The parties have agreed that Tanja Wacyk, our Workload Resolutions Arbitrator, will adjudicate this dispute. Tanja has set December 21 for a hearing.

Using a "sole arbitrator" significantly reduces the cost to both the union and the college because neither has to pay for a "side person."

In this instance cost will be even further curtailed because the College and the Union Local have agreed not to bring lawyers to the hearing.



Has a website
visit us at
ca.geocities.com/opseu420/

Heads UP

OPSEU Local 420
Academic Employees at
Loyalist College

Loyalist College Room 2N13
Mail to:
P.O. Box 4200
Belleville, ON
K8N 5B9

Phone: 613-969-8989
Fax: 613-969-8989
Email: opseu420@allstream.net

For sale



The Local has 2 bookcases to sell because there is now no room for them since we installed the new cupboards.

The bookcases are walnut veneer, 6 feet tall by 4 feet wide and each has 5 shelves, 3 of which are adjustable.

We bought them second hand in 1999 for \$160 each. They are in excellent condition and would cost more \$250 each to buy new.

Call the union office (969-8989) to view them, then make us an offer.

P.S. We also have an under-the-desk keyboard mount and a thermal fax machine that we want to sell too.

Grievance report

So far during 2004, six grievances have been initiated in the Local.

1. (Union) a claim that the college interfered in the union's representation rights; and
2. (personal) a claim that the college interfered in the activities of a union official when they ordered the chief steward to take vacation during the academic years 2003/04 and 2004/05.

At the same time, a Labour Board Complaint was filed alleging the above order constituted an Unfair Labour Practice.

These and an earlier grievance were all resolved on the morning of the first scheduled day of arbitration. The Union dropped its complaint relative to the 2003/04 academic year and the college retracted that portion of the vacation period assigned that would have occurred in the 2004/05 academic year.

3. (Union) concerning the status of individuals teaching nursing practicum under a sub-contract

through Quinte Health Care.

There was a coincident "Freedom of Information" request for disclosure of the details of the sub-contract. The college resisted the FOI and we pursued a challenge through the office of the Information and Privacy Commissioner. The Commissioner's office mediated a settlement and we received a copy of the contract.

The grievance has subsequently been dropped.

4. (personal) concerning failure to reimburse for travel expenses

(mileage charges).

This remains unresolved and is the subject of the expedited arbitration reported elsewhere in this issue.

5. (personal) seeking accommodation of health concerns.

This was resolved to the grievor's satisfaction at Step 1

6. (personal) concerning failure to reimburse for travel expenses (mileage charges).

This was resolved to the grievor's satisfaction at Step 1.



Monday, Nov 29
local demand setting meeting
Staff Lounge
4:30 p.m.
Pizza and Pop provided