

April 2021



# UNION MATTERS

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## Union Says “No” to Concessions on Prep Time

On April 7, the Union met with College Management who asked if we could "collaborate" on extending the issuing of Fall SWFs, due May 20 (regular start) and May 13 (Trades/Apprenticeship), by two weeks, i.e. to June 3rd (regular start) and to May 27th (Trades/Apprenticeship). (Ref. Article 11.02 A 1 (a).). They stated the reason was due to the shutdown and Chairs are still focusing on Winter rescheduling and Spring rescheduling where normally at this time they would have been preparing for discussions and loading for the Fall.

The Union asked what Faculty would receive in return, such as more time under Complementary Functions on their Fall SWFs and/or compensation for PL faculty (e.g. We have been asking for an increase in the \$20 hourly meeting rate, an increase from 2 to 4 weeks for COVID Student Support this semester, and/or some form of compensation in lieu of not receiving the July 2 holiday). The College did not reply.

Management indicated that the only benefit to this concession would be "accurate" SWFs and were disappointed that we were seeing this as a "give and take" situation. This comes after they took away the 5 hours of Covid 19 support for faculty, reasoning that faculty no longer needed the extra time.

This is a bargaining year. The actual concerning issue is that if accepted, full-time faculty would be setting precedent by giving up two weeks worth of prep time for the fall. The Collective Agreement states that SWFs must be provided six working weeks before the start of Fall classes (Ref Article as above). This would be two irrevocable weeks of lost prep time, and time for PLs to receive their contract offers.

The Union recommends that all Part-time (PT, Sessional and PLs) faculty proactively contact their Chairs inquiring if they have a workload of the Fall. FT faculty should consider checking off the second box of their SWFs if they do not receive a copy 6 weeks prior to the start of their semester. And, just as importantly, they should consider checking the second box if they are not certain the SWF accurately reflects what they will be teaching in the Fall given the Pandemic.

## College Response to New Stay-At-Home Orders

The Union has been asking the College for an enhanced safety plan due to corona virus variants and the 3rd state of emergency.

The following message was sent from Barbara Kelly to the Union and Deans on Monday, April 19th:

*Effective Monday, April 19th, reusable face shields will be available for any students / faculty / staff, who wish to do so, when they sign in with security. Security will provide each individual with information as to proper use of the face shield. Additionally, a second mask will be available for individuals who prefer to double mask.*

*I would also ask that you review your on-campus activity. If there is any activity which can be completed remotely, we strongly suggest you do so.*

*For both students and faculty, having a copy of their timetable available is recommended to support their reason for travel.*

If faculty have any concerns about their safety, please contact your Steward or the Union, and report your concerns in writing to your Chair.

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## Upcoming Events:

### *Lunch'n Learn drop-ins: Wednesdays from 1-2 p.m.*

May 5th "Workload Accommodations"

Join Zoom Meeting Lunch'n Learn [Here](#) (link available at [www.local237.ca](http://www.local237.ca) as well).

Please send us ideas of what you would like to learn during these sessions.

### *Union Information Session: May 10, 2-4 p.m.*

PDEV0768 "What Faculty Need to Know about Local 237 and the Collective Agreement."

### *Local 237 Annual General Meeting: Wednesday, May 26, 5-7 p.m.*

This meeting is necessary to vote on new Stewards and to discuss upcoming bargaining. More information and a Zoom link will be sent closer to the date.



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