



Greetings from your Contract Management Committee (CMC).

It has once again been a busy and challenging year for the CMC. Since the beginning of F19, we have opened over 50 case files and had contact with many more faculty members than that. This is not altogether unexpected; around this time last year, we thought it would be busier than normal this year due to the move of most of the School of HHS to Interurban campus, bargaining, and many cases at arbitration. Accordingly, at last year's AGM we asked for and received an additional 0.5 FTE release for the committee.

Some Highlights from the CMC year:

- improved methods of case tracking,
- production of the Check your Cheque document,
- regular drop-in sessions, and
- improved Interurban presence.

As it turned out, while we were correct about it being a busy year, we were only partly correct about the reasons why. The "big move" to Interurban didn't end up using nearly the resources we expected in the Fall semester, while bargaining and labour arbitrations were a constant throughout the year. Then the pandemic hit. The attendant struggles have been many and difficult, involving workload, scheduling, variances, layoff, and other CMC issues.

Throughout this year, labour relations have shown a challenging dynamic. Although there have been some notable exceptions, we continue to be unable to resolve many cases before the last stage of the grievance process, arbitration. At that stage, presently, we have grievances related to:

- Rights of First Refusal under Art. 1.02(g)
- Rights of First Refusal under Art. 1.02(g) and appraisal
- Regularization with a low first term
- Pro-rating sick leave for partial illness
- Contact hours and workload
- Workload and Contracting Out (in abeyance)
- Bridging
- SD entitlement during graduated return to work
- Lack of a Chair position; and,
- Inappropriate grade changes by an administrator

The pandemic has postponed resolution on a number of these files that were scheduled to be heard by an arbitrator this past year. Regrettably, this has added length to an already lengthy (in some cases, multiple years long) process.

The pandemic has also brought forward faculty concerns about workload in W20 and S20 semesters. After discussing these concerns with the employer, the Union has filed a grievance relating to the workloads of faculty members in W20 and plans to file a grievance related to the workloads of some

faculty members in S20. In light of the fact that term faculty appointments are scarce due to the pandemic, the CMC has also worked on a variance to exclude COVID-19-affected semesters from consideration for term Rights of First Refusal and Regularization. These discussions have not been productive but are not at an end just yet.

Here is a sample of other issues we have worked on over the course of the year: accommodations, inability to register in CETL workshops, increase to continuing percentage, regularization, rights of first refusal, workload issues, lack of Chair, inability to pursue PD during the teaching semester. As usual, we have also been supporting or representing faculty in Respectful Workplace, disciplinary, and investigation situations.

The last subject I will report on is what we can loosely call “Manulife problems”. A number of our cases presently involve a failure to accommodate faculty members and/or problems with services the college contracts with Manulife to provide. These struggles are not just our own local’s, but have been noticed around other FPSE locals as well, and have attracted attention and prospective action at a provincial level.

I want to end my report by expressing my gratitude to and admiration for the committee members who made this year’s CMC happen: Tana Kristjanson, Mark Kunen, Chris Ayles, Kelly Pitman, Jessica Fee, and Emily Schudel. Each of them is an exemplar of stewardship. I couldn’t have asked for a more committed committee to take us all through the turbulent waters of this past year. And, of course, we couldn’t have done it without our crack duo of Peg Ford and Laurence Toffoletto, and our Staff Representative at FPSE, Tim Armstrong, all of whom have provided excellent support to the committee this year.

Please let me know if you would like to know more about serving on the CMC in the future.

Respectfully submitted,

Frank Jankunis  
CCFA CMC Chair 2019-20

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