

FACNC STEWARD BULLETIN

September 2018



Hello All,

A few items of note:

Campus based seniority: Faculty seniority is campus-based. We are now facing a situation where the imposition of ddi [videoconferenced] course deliveries are affecting the seniority rights of faculty whose work is being carried out by a faculty member from another campus. The union posed its related questions in June and has repeatedly ask the employer to respond. To date there has been no response. For anyone teaching ddi delivered classes you must continue to comply with your assignment. Nonetheless, the union will be moving forward with the necessary actions.

Your "teaching hour": In some program areas the employer is not adhering to the mandatory teaching hour which for all faculty is:

1.10.15 A lecture, seminar, tutorial, laboratory, student-contact, practicum supervision, or classroom teaching hour" denotes a sixty (60) minute period which includes fifty (50) minutes of instruction and ten (10) minutes of break.

Part-Time faculty are Paid if they attend Division/School meetings

Student numbers and overloads: There has been a disconcerting trend in student numbers beyond their maxima where faculty are being put in overload positions without their knowledge or permission. This is happening primarily for Type 1a [UT] and 1b [career programs] faculty. If you teach in one of these areas you should

check your student numbers in relation to the maximum. For anyone teaching classes which are more than 3 hours/week remember that your student numbers are increase proportionately - i.e. each student in a four class is counted as 1.33 students.

When Your Worksite is Unsafe You Should...

If you believe your worksite to be unsafe, whether you are in a shop, lab, clinic, classroom, practicum site, or wherever you work with students or the public as non instructional faculty you should:

Cancel the session and tell students to leave until further notice;

Once you have reached a safe space you will need to contact your supervisor to advise that you believe the specific class (lab, shop, etc.) to be unsafe and you have cancelled the class (lab, shop, etc.) until such time as the worksite is found to be safe. You should also reference the relevant contractual provision which is Article 15.6.5

Pursuant to Regulation 8.24 of the Industrial Health and Safety Regulations, a faculty employee may refuse to preform assigned work when the employee has reasonable cause to believe that to do the assigned work may be a danger to the health and safety of him/her self or anyone at or near the workplace.

The above procedure applies in the case of safety issues with equipment, hazardous materials, or the facility itself, as well as in the case of what you anticipate will lead to interpersonal violence in the worksite. This procedure does not apply to cases where an accident, injury or an act of violence has actually occurred.

Reporting problems i.e. workload, benefits, leave, placement on salary scale. Contact your area steward immediately after becoming aware of the problem. Please keep in mind that your Union is under time restrictions. If it is necessary for the union to file a grievance you must report the problem within six weeks.

In solidarity,

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