

# **FACNC STEWARD BULLETIN**

September 2019



## **WELCOME TO ALL NEW FACULTY & WELCOME BACK TO ALL THOSE RETURNING**

This is my first Bulletin of the year and I wanted to limit it to some issues that can be Key as the term begins. Other suggestions are always welcome.

### **MAXIMUM STUDENT NUMBERS:**

There has been a disconcerting trend in student numbers beyond their maxima where faculty are being put in overload positions. This is happening primarily for Type 1a [UT] and 1b [Business programs] faculty. If you teach in one of these areas you should check your student numbers in relation to the maximum. Regular Type 1 faculty can increase their maximum total student number by up to 5 students [in lecture sections only] but this increase must be averaged in the Spring semester. For example, if faculty member in Business increases the total student number [145 maximum] to 150 for the Fall semester then his/her maximum student number will be 140 for the Spring semester and this number cannot be altered.

The union encourages all faculty looking at adding students to a lecture class over and above the maximum to consider that this can have the cumulative impact of taking potential work away from our part time members who would be offered work if the employer opens an additional class section.

For anyone teaching lecture 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.

For full-time faculty you will find student maxima provisions at:

Article 10.2.13 [UT]; 10.3.14 [Bus & many other Career programs]; 10.4.14 [most Health Sciences]; 10.5.13 [NCBNP]

For part-time faculty you will find student maxima provisions at: 10.2.14, 10.3.15, 10.4.15, 10.5.14 respectively

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.*

## **PROBATIONARY & SESSIONAL HIRING COMMITTEES**

There have been a number of instances where process for hiring full time faculty has been in violation of the collective agreement. The key for faculty in a department or program area to remember is the composition of the Search Committee. All faculty in the area need to be aware that they should be included in the departmental process for the selection of hiring committee participants.

### 6.10 Selection and Hiring Procedure for Faculty

- a. *The Vice President Academic shall request the appropriate educational administrator to establish a Search Committee and to assume or delegate the chairing of the Committee. The Search Committee shall consist of the*

*Coordinator of the program and up to two (2) faculty selected from the program area by the faculty of the program area.*

See Article 6.10 for the full provisions for the selection process

**PART-TIME** faculty are **Paid** if they attend Division/School meetings

### **CAMPUS BASED SENIORITY:**

Faculty seniority is campus-based. We are now facing a situation where the imposition of DDI [videoconference] course deliveries are affecting the seniority rights of faculty whose work is being carried out by a faculty member from another campus. The corresponding grievance filed by the union has been referred to arbitration and we met with the employer on August 1 to see if we could agree to resolve or, alternatively, narrow the grievance prior to an arbitration. We still await a response from CNC.

### **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:**

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

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 perform 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.

Looking forward to seeing many of you at our Faculty Orientation this week. If you haven't signed up yet, please think about doing so.

In solidarity,

Jan Mastromatteo, VP-Chief Steward

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