

## CONTACT US!



Please contact us immediately if:

- you are advised to have a steward with you at a meeting and you don't know who to bring
- you are told to attend a meeting that involves a possible discipline issue.

**facnc\_chiefsteward@telus.net**  
**250-564-7880**

### A Warm Welcome

Welcome to all new faculty since our last update! We are Shelley Dougan and Melinda Worfolk, your co-chief stewards for this academic year.



Examples of ongoing issues we are dealing with include

- Discipline
- Members' Rights
- Seniority and Regularization
- Workloads
- Working Conditions (e.g., safety, bullying/harassment)

As chief stewards, we help members understand their rights under the Collective Agreement. We encourage everyone to access their stewards as necessary (see the attached Area Stewards List).

## Important Terms

### Arbitration

Final stage of a dispute between the employer and the union where an arbitrator settles the dispute.

### Collective Agreement

A written contract negotiated through collective bargaining which lays out the terms and conditions for employees at work.

### FPSE

Federation of Postsecondary Educators. The Federation is made up of individual trade unions (locals). Our Faculty Association is Local 3 of FPSE..

### Grievance

A dispute between the union and the employer about something in the Collective Agreement. Grievances have to be filed by the union or the employer—individuals can't file a grievance on their own.

### NRSL

Non-Regular Seniority List—a list that is created when a faculty employee has completed 25 cumulative weeks of appointment at the same campus and who gets another contract within 8 calendar months. Employees are placed on this list and they are entitled to recall rights (aka getting contacted when the college is looking to fill a position).

### Regularization

If you meet certain levels of work service, the college guarantees a level of work for you for a period of time before you become a regular faculty employee.

### Seniority

Where your work service puts you in relation to others' work service.

### Steward

A faculty member who represents and defends the interests of their fellow faculty as an official of the union.

## Emerging Concerns

**Loss of Faculty Coordinators (see Grievance next page):** Several areas (Civil Engineering, Pipe Trade, Medical Radiography, Business) have had their coordinators pulled without the Employer notifying the Union as is required in the Collective Agreement. This has resulted in coordinator duties falling between the cracks or being downloaded onto faculty. If your area has lost a coordinator and your educational administrators are not doing coordinator duties/downloading them onto faculty, please contact us at [facnc\\_chiefsteward@telus.net](mailto:facnc_chiefsteward@telus.net).

**Coordinator duties cross campuses:** Some coordinators at the PG campus are being told that they need to coordinate faculty at Regional Campuses. Coordinators who have never had to do regional coordinators and have concerns about regional matters, please contact us.

**Coordinator Selection and Workloads for 2024-2025:** Programs are being asked to select coordinators and establish workloads for the 2024-2025 Academic Year by the end of September. The collective agreement 5.6.3 states faculty employees have until March 31st. If the College wants coordinators chosen before March 31, you can tell your managers that the Collective Agreement is clear the selection must happen by March 31. If there is an issue with that, please tell your manager to talk to the Union. The Union recommends sticking to the Collective Agreement and that coordinator selection happens in the spring, before March 31. March 31 aligns with our layoff notice date.

**Coordinator Letter/Workloads:** coordinator letter language changed significantly this year and expectation on coordinators seem to be increasing in all areas. We have communicated to all coordinators that they should be logging the time it takes to perform coordinator duties and contact chief stewards if you think you will go over your allotted time.

**Treatment of Indigenous Faculty: (see Grievance next page):** We have seen a noticeable pattern of Indigenous faculty experiencing culturally insensitive or discriminatory treatment from management.

**Scheduling:** Faculty are being scheduled for extremely long days—beginning early in the morning and ending late in the evening. As long as the work is scheduled with no more than 12 hours between start and end of work, and the next day of work begins no earlier than 10 am, it is allowed under the Collective Agreement, but it is not ideal working conditions.

## Grievances

### Resolved

- Discipline Without Cause: This long-standing set of grievances was resolved in mediation.
- Civil Engineering Overload Grievance: We achieved a settlement for an overload situation in Civil Engineering where the employer had assigned extra work mid-semester to three faculty members.
- Post 65 Sick Leave Payout/Grievance: We achieved a settlement for two members who had been denied sick leave after age 65.
- Common Agreement Article 2 bullying and harassment complaints: Four have concluded.

**Withdrawn:** Denial of Ed Leave; Copyright & Intellectual Property

### Ongoing

- Step 1 Grievances:
  - Discipline Without Cause
  - Failure to Follow Article 2
  - Removal of Coordinators
  - Employee Rights—Discrimination in Hiring Based on Race
  - Two Program Planner CUPE positions (pending)
- Referred to Arbitration:
  - NRSL Seniority Rights Grievance
  - Wrongful Dismissal Grievance
- In Progress:
  - Workload Type Classification—Centre for Teaching and Learning (CTL)
  - Common Agreement Article 2 bullying and harassment complaints (two)
- Awaiting Arbitrator's Decision:
  - Seniority Rights at the Academic Success Centre (Centre for Student Success)

## Administrative Hirings

Thank you to everyone who volunteered to be on hiring committees over the summer! We anticipate a few more administrative hirings:

- Dean of the Centre for Teaching and Learning
- Dean of Trades and Technology
- Associate Dean of Trades and Technology
- Quesnel Regional Principal

If you are interested in volunteering to be on an administrative hiring committee, please let Judy or Art know (facnc\_local3@telus.net). If you want to learn more about the process, check out Collective Agreement Article 16.1 Appointment of Administrators (pages 172-174).

## Faculty Hirings

Under the collective agreement, there must be faculty representation on hiring committees for full-time faculty positions (e.g. sessionals). It's also good practice for faculty to be part of part-time hiring as well.

Curious about the process for faculty hires? See Collective Agreement Article 6.10 Selection and Hiring Procedures for Faculty (pages 66-68).

## Area Stewards

Thank you to everyone who has volunteered to be a steward! Please see the attached list of area stewards and consider putting your name forward to be a steward in a vacant area.

Stewards represent members in their areas, help out the Chief Stewards, and learn advanced stewarding skills. This year, for example, we will be inviting interested stewards to participate in drafting Step 1 Grievances. The commitment expectation for stewards is approximately one group meeting per month. If you'd like to learn more about what a steward does, check out this great resource from the Canadian Labour Congress:

<https://canadianlabour.ca/uncategorized/chapter-1-union-steward/>

In August, we had two sessions of face-to-face steward training here in Prince George. FPSE staff rep Steve Kwon will be offering some more in Prince George this fall, so please let us know if you are interested in signing up.

**Outreach:** We have continued to meet with faculty members (stewards, coordinators, departments) to introduce ourselves and explain how we can be a resource for them. More people are reaching out to us when they have questions or issues.

## Human Rights Special

**Committee:** We have approved a restricted position for an Indigenous Cultural Competency for Health Instructor.



*"Unions are about fairness: workplace fairness; economic fairness; opportunity fairness; political fairness; and democratic fairness. Unions promote fairness, not just for their members, but for all Canadians."*

James Clancy, National President, National Union of Public and General Employees