

Contract Update

Issue 1 - June 4, 2009

A Newsletter for College Managers about Contract Negotiations

Keeping You Informed

Contract Update is a periodical newsletter from your Academic Bargaining Team to keep you informed on progress made or when significant events occur during collective bargaining. The English and French versions of this newsletter are also posted on the College Compensation and Appointment Council's website at www.theCouncil.on.ca.

Notice to Bargain

On June 3, 2009, the Ontario Public Sector Employee Union (OPSEU) provided the Council with "notice to bargain". The parties met and agreed to begin discussions on June 8.

Management Mandate

The Human Resources Management Steering Committee (HRMSC) and the Council have recently approved the Team's mandate. The Team is committed to have a mandate that is responsive to students' and colleges' needs.

The Team's mandate was developed in consultation with the Committee of Presidents, the Reference Groups as well as with the College Regional Groups. The mandate provides the framework for the Team when developing specific proposals to present to the Union during this round of bargaining. The Team will also review a number of reports on a variety of issues, including the recommendations contained in the [Joint Workload Task Force Report](#).

Workload Task Force Report

A joint task force was established in June 2008 to discuss and examine issues relating to the assignment of work to full-time faculty under Article 11 as well as the results of the Workload Pilot Projects. These projects received positive reviews from faculty volunteers, who experienced greater flexibility in course delivery, while enhancing students' educational experiences. The results of the pilots were reviewed by the task force and became an important component of the report which was released in March 2009. For more details about the workload pilot projects, [click here](#).

Bargaining Schedule

The following 25 days have been scheduled for negotiations:

June 8, 9 & 10
June 22, 23 & 24
July 15, 16 & 17
July 22, 23 & 24
August 12, 13 & 14
August 19, 20 & 21
August 25 to August 31

Your Bargaining Team

Rachael Donovan, Chair of the Bargaining Team and Senior Vice-President at Fleming College has responsibility for various strategic initiatives: the Kawartha Skilled Trades Institute, Second Career as well as program and course redesign. Rachael was Vice-President Academic at Fleming College for the past six years. Prior to that, she held the position of Vice-President Academic at two other colleges: one in Ontario; and one in British Columbia. Throughout her 36 years in the college system, nationally, she has been a teacher, Co-ordinator, Chair and Dean. She has served on a number of provincial and national committees including: Co-Chair Co-ordinator Committee of Vice-Presidents Academic (CCVPA); Credential Validation Service (CVS) Management Board; MTCU/CCVPA Secondary School Curriculum Review. Rachael was also a member of the Union/College Committee at Fleming and is currently the Co-Chair of the Employee/Employer Relations Committee.

Nancy Hood, Vice-Chair of the Bargaining Team, is the Executive Director, Human Resources at George Brown College. She has more than 18 years of human resources experience in the college system, including eight years at George Brown and ten years during the 1990's at Humber College. Prior to joining the college system, she held senior human resource positions at the Royal Ontario Museum and the Ontario College of Art and Design. Nancy holds a degree from the University of Toronto, an MA from Central Michigan University and several certificates recognized through HRPA.

George Burton's career spans 17 years in the college system, including positions at three of Ontario's colleges, and 10 years in the private sector. Currently, George is the Vice President, Enrolment Management and Student Services at Loyalist College. Since joining Loyalist College in 2005, he also served as Vice President, Academic. He held progressive positions at George Brown College and Canadore College including Registrar, Director of Student Information Systems and Financial Aid Administrator. Proudly, George is a college graduate. He has also earned a Bachelor of Science and a Master of Arts in Education.

Renée Kenny, Associate Vice-President, Business Development, has been at Centennial College for 35 years. Renée started in the college system as a nursing faculty member before taking the Chair's position in 1987. She became Dean of the School of Community and Health Studies in 2002. She recently accepted a new position in the Business Development Department with responsibility for International Education, Corporate Training and Continuing Education. She has been a member and Co-Chair of the College Workload Monitoring Group (WMG) and is currently a member of the Employee/Employer Relations Committee. Renée is the President of the Centennial College Administrative Staff Association.

Glenn Toikka is the Vice-President Finance and Administration at Cambrian College. Glenn has been in the college system since 1979 and is a Chartered Accountant by profession. He has served on four rounds of support staff bargaining and chaired the bargaining team in 2005. He is currently the Co-Chair of the Support Staff Employee/Employer Relations Committee and is a member of HRMSC.

Wallace Kenny, is a partner with the law firm of Hicks Morley. Wallace acts on behalf of management clients in all areas of labour relations and employment law and has extensive experience in collective bargaining. Hicks Morley represents many of the community colleges in Ontario. Wallace has served as legal counsel in several Support Staff rounds of bargaining and in the last three rounds of Academic Staff negotiations.

Don Sinclair is the Executive Director of the Council. Don is a member of both the Academic and Support Staff bargaining teams and serves on a number of provincial joint committees. Prior to joining the Council, he was the Vice-President of Human Resources and Legal Services at

Durham College. Don has over 25 years of public and private sector human resources experience. He has held senior leadership roles in two major organisation start-ups and has served as an employer representative on arbitration panels.

Morris Uremovich is an Associate Director at the Council. Prior to joining the Council, he was the Executive Dean of Technology and Trades at Algonquin College. Morris has 28 years of experience in academic operations as a faculty member and an academic manager at two colleges. He has lengthy service as Workload Monitoring Group Co-Chair and most recently as an employer representative on the Workload Task Force and Pilot Project Steering Committee.

Union Bargaining Team

Ted Montgomery (Chair)

Jeff Arbus (Vice-Chair)

Rob Bain

Sheila Bell

Daniel Bouchard

Benoit Dupuis

Damian Wiechula

We welcome your opinion

We are interested in what you have to say and welcome your opinion. Please feel free to contact any member of the Management Bargaining Team or submit your views in writing to:

Contract Update – Academic

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