

Feb. 5/02

IN THE MATTER OF A  
WORKLOAD RESOLUTION ARBITRATION

BETWEEN:

ALGONQUIN COLLEGE

- The Employer

-and-

ONTARIO PUBLIC SERVICE  
EMPLOYEES UNION

- The Union

AND IN THE MATTER OF THE WORKLOAD COMPLAINTS OF  
MARLAINE FINNEGAN AND MAUREEN HUNKA

BEFORE : Kathleen G. O'Neil, Workload Resolution Arbitrator

APPEARANCES: For the Union: Marlane Finnegan  
Maureen Hunka  
Patrick Kennedy

For the Employer: Barbara Foulds  
Christopher Warburton  
Diane McCutcheon

Workload Resolution Hearings were held in Ottawa on January 24, 2002

### Decision

This decision deals with the workload complaints of Marlaine Finnegan and Maureen Hunka, professors of nursing. Although the complaints were heard separately, the issue involved is the same, so it is practical to deal with them in the same decision.

Both professors claim two complementary hours for team meetings, above the standard five hours provided in Article 11.01 F. This manner of dealing with team meetings was part of their SWF's until the fall of 2001.

The change in practice as to attribution of hours follows on the amalgamation of the nursing programs with other applied programs under a new school of Health and Community Studies in early 2001. When Barbara Foulds started as Chair of nursing in May, 2001, there was a move to have consistency across the school. The community studies programs had not had team meetings as part of a separately recognized attribution of complementary hours. Ms. Foulds takes the position that it is not a program expectation that teachers have weekly team meetings and that there would be no direct impact on the program if the teachers did not meet in Teams. The College asks that I find that the workload is in conformity with Article 11.

Ms. Foulds acknowledged that nothing had changed about the professional expectations of the nursing teachers since the change of practice in regards to the SWF's. Further, the discussion at the hearing indicated that nothing has changed in regards to the assignment of "normal administrative tasks" covered by two of the standard hours provided by Article 11.01 F. For instance, there has been no reduction in other administrative tasks to accommodate the meetings. On the contrary, the discussion indicated that changes in the nursing environment and the demands of structural changes in the program have likely increased other administrative functions for full-time faculty. Moreover, the discussion at the hearing demonstrated that, in the context of the local culture of the nursing faculty at Algonquin College, team meetings continue to play a central role in the achievement of the expectations of the program.

Having considered all the submissions made to me, it is clear to me that, other than the position taken by the Chair that it is not a program expectation that there be weekly team

meetings, nothing has changed concerning the role of teams meetings in the nursing program or their scheduling. Coordinators still have the requirement to pursue team meetings as part of their job descriptions. They still call team meetings and distribute agendas to members of their teams in a manner that is the same as when the meetings attracted the attribution of time on the SWF's. This has always been, and still is, how team meetings are scheduled and assigned to nursing faculty. This is the key fact in this dispute. I have concluded that attendance at team meetings is not self-assigned, but is assigned by the scheduling of the meetings for members of the team by the coordinator. If that is to change, the current practice of scheduling the meetings, and the role of the meetings in achieving the objectives of the program would have to be changed in some significant way.

There remain issues of how the nursing program differs from the other programs offered in the amalgamated school and whether consistency across distinct programs in the details of how meetings are acknowledged on the SWF's is essential in the long run. However, these are not issues to be resolved in this forum. In the short-run, for the period covered by the SWF's in question, the discussion before me made clear that team meetings are still a scheduled and important part of coordinating consistency within the nursing program itself. The discussion also made clear how the various demands on the nursing faculty, including the particular requirements of clinical teaching in health institutions and preparation of the students for external registration exams, brought about the practice which is still in place.

In the result, it is directed that two hours complementary hours for team meetings should be attributed on Ms. Finnegan and Ms. Hunka's Winter 2002 SWF's.

I will remain seized to deal with any issues of implementation of the above decision which the parties are unable to resolve themselves.

Dated this 5<sup>th</sup> day of February, 2002.

  
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Kathleen G. O'Neil  
Workload Resolution Arbitrator