JLC Report: June 15, 2020 Meeting

Implementation details of some of the new procedures coming out of the ratified agreement for Full-Time agreement were discussed at this meeting.

The Administration requested that the development date for the tenure and promotion guidelines be moved up from June 30 2021 to Dec 31st 2020 given that they are referenced in the new merit procedures that will go into effect in spring 2021. We declined that request. The development date will remain June 30 2021 and the merit decisions for 2021 will have to go ahead without the new T & P guidelines. The administration is preparing resources to support departments in the development process.

It was agreed that the 2019/20 annual report and merit decisions which will use the old Annual Report form and merit procedures will have a September 1, 2020 deadline for Members to submit their Annual Report of Activities and that payment will be retroactive to July 1, 2020.

In discussing some of the new merit procedures it became apparent that the administration was attempting to frame the brief rationales that the merit committee will produce, as peer reviews of annual reports. We pushed back on this and it was clarified that only the Dean would see and retain the rationale, that the only written communication sent to members would be confirmation letters sent to those who receive merit, and that the rationale for each member will not go in their official file. We also emphasized our position that the intent for the rationales as discussed in negotiations was to provide feedback for the Dean on Merit Committee decisions, particularly for use when a Member who did not receive merit asked why.

The Administration is proposing that CTF can only list a Special Topics course on their roster application if they include the suffix letter, indicating that the course is already set and they are qualified to teach it. Otherwise, CTF can apply to teach the course when it is posted. We have indicated our agreement in principle to this and they are preparing an LOU for us to review.

Because of changes to HR processes, CTF access to the library will be shifted from the academic year to 36 months after the end of their last contract. This will bring access in line with access to email. An LOU has been prepared and will be reviewed.