

OPSEU CAAT Academic Local 653 Meeting – GMM Minutes

Date: Friday, May 7, 2021

Location: meeting via Zoom

Attendance:

L. Shaba, N. McNair, C. Sheehan, M. Studd, T. Dearden, W. Schaffer, K. Smith, T. Bates-Yarkie, Rebecca de Roos, Georgina Shaba, Gaeten St. Denis, Manpreet Singh, Eric Lapajne, Suzanne Tremblay

Joined Late:

Dave Rogalsky, Josh Fuller, Leata Rigg, Graham Payne, Ashley Wojtus, Peter McDonagh

Regrets:

S. Storrington

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President Lad Shaba called the meeting to order at __**1:04 PM**__

2.0 Adoption of the Agenda

Additions under New Business:

10.1 Approval of the Budget

10.2 Staffing level update

Motion: That the agenda be adopted as amended

Moved: Teena Bates

Seconded: Kathy Smith

Carried

3.0 Minutes of Previous Meeting (May 10, 2019)

Motion: That the minutes of May 10, 2019 be adopted as presented

Moved: Teena Bates

Seconded: Neal McNair

Carried

4.0 Business arising from the minutes

None.

5.0 Treasurer's Report

Treasurer Mike Studd submitted his financial statement dated 2020/2021 Treasurer's Report and 2021/2022 Proposed Budget, and offered the following:

- There is a net income of about \$19000 to the union local as of April 30, 2021.

- The budget presented for 2021/2022 is not carved in stone and is dependent on the number of partial load faculty in the bargaining unit
- The budget does have a degree of uncertainty because of the COVID-19 pandemic and because it is not known whether there will be a local dues increase
- The Treasurer could look into putting together an application for the Northern Lights grant on behalf of local 653
- The 20 hours of purchased time for union business in the budget could be increased to 21 hours
- Trustees will be needed to assist with the finances of the local for duties including that auditing of the 6-month reports.

1) **Motion:** That the Treasurer's tabled financial statements be accepted as presented

Moved: Kathy Smith

Seconded: Neal McNair

Carried

2) **Motion:** That the Treasurer be given the authority to pay all outstanding expenses

Moved: Clint Sheehan

Seconded: Kathy Smith

Carried

There was a **general discussion of the proposed budget** for the union local 653 (2020/2021) including the sources of revenue and the kinds of expenditures expected.

Motion: That the proposed budget for the union local 653 (2021/2022) be accepted and passed as presented

Moved: Warren Schaffer

Seconded: Neal McNair

Carried

6.0 Correspondence

1st Vice-President Warren Schaffer shared some recent items that have come forward, including that there was an email announcement from Northern College President Dr. Audrey Penner (April 12, 2021) that the Senior Management Team has approved in principle support for employees in obtaining advanced degrees relevant to their jobs and the College's mission.

7.0 Initiation of New Members

Not done. Was not specifically applicable.

8.0 Reports of Officers

8.1 President

President Lad Shaba presented a written report and offered an overview with the reminder that he has announced his retirement from Northern College (announced via email from March 8, 2021), after 24 years as the President of union local 653.

In his report major topics included:

- Full time faculty numbers
- Bargaining season
- Grievances/workload complaints
- Article 11.08 and volunteerism
- Labor relations with the college.

At the conclusion of his report, the LEC thanked President Lad Shaba for his years of service to the union local and to Northern College. Lad indicated that he could be called upon to provide ongoing assistance to the LEC.

8.2 Board of Governors Report (BoG)

None received.

8.3 Vice-Presidents (1st and 2nd)

1st Vice President

1st Vice President Warren Schaffer presented a written report and offered an overview. There were items/issues that have come up, most of which that also have a provincial sector-wide context including:

- Timelines extensions due to the COVID-19 pandemic
- Issues associated with the changes in the format for course delivery
- The Partial Load Registry
- The announced rescinding of time on SWFs for union/college committees to take effect in fall 2021.

In addition to his general comments, the report included a listing of specific initiatives that 1st Vice President Warren Schaffer has undertaken in 2020/2021 in service to the local, including:

- Sought out opportunities for sharing information with the union local and our members including information gleaned from newsletters, announcements, articles and web postings
- Revised a document (originally compiled by WS in 2015) that can be used by faculty to prepare for SWF workload meetings with their manager and also to check the contents of their SWF documents
- Revised and finalized a local by-laws document for local 653 that needs voting and proclamation
- When called upon, attended meetings and provided summaries (by email and verbal report) to the LEC
- Assisted with organizing and undertaking the local demand setting work with regards to the next Collective Agreement.

2nd Vice President

2nd Vice President Clint Sheehan presented a written report and offered an overview. In addition to his general comments, there were matters that 2nd Vice President Clint Sheehan has worked on in the 2020/2021 year, including:

- Promotion of workplace diversity
- The Confidentiality Agreement at Northern College
- Workload complaints
- Disciplinary actions regarding faculty at Northern College.

8.4 Chief Steward

Chief Steward Neal McNair shared that he will be putting together a written report, but that other work demands have delayed this work. He offered that everyone can be assured that they can receive guidance and counsel from every member of the LEC, and that confidentiality will be maintained.

He offered a verbal report on items and activities:

- Work has been undertaken with regards to preparing grievances – this has included union policy grievances and individual grievances
- Overall, all faculty are advised to only use college email for college activities and to use a separate email for personal business
- Overall, faculty are advised to pay attention and choose wisely with regards to the statements made and information shared on social media.

Neal McNair offered that in his capacity as Communications Officer for local 653, in the 2020/2021 academic year:

- There was a workshop on SWFs
- There was work on bargaining
- A guidance communication was sent out to all faculty with regards to vacation time and professional development time.

9.0 Reports of Committees

9.1 UCC

Union co-chair Clint Sheehan presented a written report and offered an overview, including a general description of the mandate and functions of the UCC, a listing of matters discussed at the UCC during the 2020/2021 academic year and general comments on the atmosphere at UCC meetings.

9.2 CESC

Union co-chair Shane Storrington was not present for the meeting and there have not been any meetings of this committee during the 2020/2021 academic year.

Chief Steward Neal McNair offered information on the mandate and functions of the committee.

9.3 WMG

Union co-chair Warren Schaffer presented a written report and offered an overview, including a general description of the mandate and functions of the WMG, overall observations, information about the accomplishments of the committee and information about the specific tasks undertaken by union members of the committee during the 2020/2021 academic year.

9.4 Health & Safety (Kirkland Lake, Timmins and Haileybury)

Peter McDonagh (Health and Safety representative, Haileybury Campus) shared that although he does not have a formal written report, he would offer observations:

- It has been very important for the union to pursue items and issues and to insist on responses from management
- Northern College has met provincial guidelines for (prevention of) exposure to COVID-19 and no complaints have been brought forward
- Northern College fails to meet the minimum intent of the law with regards to health and safety of workers and their activities with regards to ensuring health and safety of workers are quite dysfunctional.

9.5 Return to Work

No report.

10.0 Unfinished Business

10.1 Approval of the Budget

The information for this item appears in section **5.0** (Treasurer's Report) found in earlier in this document.

10.2 Staffing level update

Local President Lad Shaba offered that at present there are 82 full-time faculty and about 50 partial load faculty at Northern College. In addition, there are 2 new postings for faculty positions that have announced recently.

11.0 New Business

11.1 Local bylaws for local 653

First Vice-President Warren Schaffer shared information with regards to the local bylaws project – attempts were made to gather information from 17 union locals, including with direct contacts to 12 union locals, and 6 sets of local bylaws were obtained (Fanshawe (2018), Conestoga (2018), Mohawk (2017), Algonquin (2006), Humber (1996), and Cambrian (2017)). Local bylaws were developed for local 653 based on a compilation from the gathered local bylaws and the input of LEC members. An overview of the local bylaws document was presented.

Motion: That the local by laws for local 653 be adopted as presented.

Moved: Tyy Dearden

Seconded: Neal McNair

Carried

11.2 Local dues increase

Local President Lad Shaba offered that there is an interest to increase the local dues collected by the local to help alleviate the financial crunch faced by the local. He offered that documentation with an explanation and rationale for a local dues increase will need to be prepared by the Treasurer and that the documentation will need to be sent out to all faculty with adequate lead time (could be 90 days) prior to a general membership meeting that would include a discussion of the local dues increase.

11.3 Election of Officers

Local President Lad Shaba expressed that in light of his announced retirement and his lack of pecuniary interest he would preside over an election of the next President for local 653 and he asked for nominations.

Tyy Dearden was nominated by Warren Schaffer and seconded by Clint Sheehan, and this nomination was accepted. There were no other nominations, so Tyy Dearden was acclaimed to the position as Local President.

There was a **general discussion about the makeup of the LEC and union/management committees**. It was observed that in light of the change in the Local President, that there will be minor changes in the members of union/management committees.

Motion: That the term for all current stewards for local 653 be extended for 1 year.

Moved: Mike Studd

Seconded: Tyy Dearden

Carried

Motion: That the term for all current members of union/college committees be extended to remain in place for 1 additional year.

Moved: Clint Sheehan

Seconded: Teena Bates

Carried

Motion: That the term for all current members of Health and Safety committees be extended to remain in place for 1 additional year.

Moved: Neal McNair

Seconded: Tyy Dearden

Carried

12.0 Adjournment

Meeting Adjourned at ____ **3:15 PM** ____