

LOCAL 653 MEETING – MINUTES

DATE: FRIDAY, NOVEMBER 29, 2002

PLACE: PORCUPINE CAMPUS: BOARD ROOM

ATTENDANCE:

V. Bisson, S. Boaro, R. Mason, R. Michaud, R. Ryner, S. Tremblay

REGRETS: O. P. Lamba, D. Nadeau, R. Oblin, L. Ring, L. Shaba, M. Stransky, M. Studd

1.0 Call to Order

*******NO QUORUM*******

It was decided to hold an **“Officers”** meeting.

The Vice- President called the meeting to order at 3:30 P.M.

2.0 Adoption of the Agenda

MOTION: THAT THE AGENDA BE ADOPTED AS AMENDED

MOVED: R. Mason

SECONDED: R. Michaud

CARRIED

3.0 Minutes of the Previous Meeting (Oct. 25/'02)

Deferred

4.0 Business Arising from the Minutes (Oct. 25/'02)

4.1 Doctor's Note/Policy. According to College legal counsel, Northern has the right to ask potential employees for a physical and psychological clearance. The Chief Steward has written OPSEU H.Q. for further clarification.

4.2 ERIP. There now will be a LEC meeting with the College President.

It was expressed that if everyone on the LEC, at least a quorum, attends this meeting a show of solidarity will be projected.

The details of the meeting will be finalized by the LEC President.

4.3 Item 7.4c. Issue resolved.

4.4 Item 7.4d. Put on hold until further information gathered.

4.5. Item 8.3a. Issue put on hold.

4.6. Item 8.3c. Put on UCC Agenda

4.7 Item 8.3d. No way can the College hold Faculty responsible for Laptop unintentional damage or misplacement.

4.8 Item 8.3e Different colleges are using different Classifications. It seems 50% are

Support Staff and 50% are Faculty. It was agreed, Northern needs a full time Faculty Counselor position.

4.9 Item 8.3f. Present Local Agreement has expired. A Step 1 Grievance has been filed under Article 27.16.

5.0 Treasurer's Report

Deferred.

6.0 Correspondence

6.1 K. L. Labour Council Minutes/Correspondence acknowledged.

7.0 Reports of Officers:

7.1 President:

The President attended a "Demand Setting" meeting in Toronto. He submitted a report entitled: "**Report the LEC meeting of November 29, 2002.**" (Secretarial File)

7.2 Board of Governors' Report

Ditto 7.1

7.3 Vice-President:

None

7.4 Chief Steward:

Summarized his Report under "**Business Arising.**"

8.0 Reports of Committees:

8.1 WMG

The Co-Chair indicated a number of issues were discussed:

- a. Procedures Manual. The Manual was reviewed. It was pointed out to Mgmt. to table Agendas and Minutes in a timely fashion as so stipulated.
- b. Interpretation of Article 11.01 (H1). It seems a Manager wants more control as to what Faculty do on P.D. It was pointed out the wording of the Article is very clear: "arrangements" and "agreement" are not synonymous.
- c. Out of Class Assistance. The Collective Agreement allows a minimum of 3 hrs. Some Professors, because of overwhelming student numbers, need more. A formula was agreed to allocating additional hours to Faculty with exorbitant student numbers. The College feels hours should be "averaged" across the semester. The Union feels the additional hours should be attributed in the week(s) where most work must be done.
- d. Appeal Procedure. It seems a manager wants to appeal decisions made at the WMG. It was clearly pointed out all decisions made at the WMG are binding on the Union

Mgmt. and complainant. Decisions cannot be overturned.

- e. Late SWFs. Again, in Haileybury, violation of Article 11.02 A 1 (a) “six weeks prior”. Issue deferred to next meeting in K.L.

8.2 CESC

None

8.3 UCC

None

8.4 H&S

Email received from H.R. to all JH&SC reps about some H&S Committees may not be in compliance with the Occupational Health and Safety Act. Non compliance is a major concern for Board members because of possible individual liability.

8.5 RETURN TO WORK COMMITTEE

- a. One Union member may return to work in January 2003.
- b. Return to Work Policy discussed.

8.6 IT

No Report

9.0 Unfinished Business:

9.1 Meeting with College President. Discussed in “**Business Arising.**”

10. New Business:

10.1 Special Needs. It was agreed Northern College needs a full time, qualified Academic Counselor. Ontario college statistics indicate 10% of college students are classified as “special needs”. The figure for Northern is 30%. Why the disparity? This fact will be discussed in the LEC meeting with the College President.

10.2 Car Insurance. Some Faculty expressed concern about car insurance and their liability when doing College business. It was suggested if a Member is doing College work and needs to drive to a location to do this work, rent a car and send the invoice to the College.

11. Adjournment : The meeting adjourned at 5:30 P.M.

MOVED: R. Mason

November 29/02

