

LOCAL 653 MEETING – MINUTES

DATE: FRIDAY, SEPTEMBER 20, 2002

PLACE: DON LOU MOTEL: KIRKLAND LAKE

ATTENDANCE:

S. Boaro, R. Mason, R. Michaud, D. Nadeau, R. Ryner, L. Shaba, M. Studd, S. Tremblay

REGRETS: V. Bisson, R. Oblin, O. P. Lamba, L. Ring, M. Stransky

1.0 Call to Order

The President called the meeting to order at 3:40 P.M.

2.0 Adoption of the Agenda

MOTION: THAT THE AGENDA BE ADOPTED AS AMENDED

MOVED: R. Michaud

SECONDED: R. Mason

CARRIED

3.0 Minutes of the Previous Meeting (April 27/'02)

Correction: 5.0 Treasurer's Report (**MOTION #2**)

**“THAT THE PRESIDENT...” should read “THAT THE
TREASURER ...”**

MOTION: THAT MINUTES BE ADOPTED AS AMENDED

MOVED: R. Michaud

SECONDED: D. Nadeau

CARRIED

4.0 Business Arising from the Minutes (April 27/'02)

4.1 Doctor's Note/Policy. No meeting has yet taken place. Newly hired Nursing Faculty have been asked by the College for medical clearance. Some have refused. The Return to Work Committee and the UCC will seek clarification from the College as to why medical clearance is necessary.

4.2 ERIP. See 8.2 CESC.

4.3 CLS staff. Fourteen were laid off. Some were reassigned.

4.4 Current Seniority List. Any member on LTD will continue gaining seniority.

4.5 Re: MOTION to attend Regional Forum. The Chief Steward attended in place of LEC President. Local 653 was the only Northern College representative

5.0 Treasurer's Report

The Treasurer tabled Financial Reports (**Report 1 and Report 2**) dated **September 20/02**. Discussion ensued.

MOTION: THAT THE TREASURER'S FINANCIAL REPORTS BE ACCEPTED AS PRESENTED.

MOVED: D. Nadeau

SECONDED: R. Michaud

CARRIED

MOTION: THAT THE TREASURER BE GIVEN THE AUTHORITY TO PAY ALL OUTSTANDING CHEQUES PAST AND PRESENT.

MOVED: R. Michaud

SECONDED: R. Mason

CARRIED

Discussion ensued regarding 'Purchase Time'. It seems the College is still not clear about Article 8: Union Business. Local 653 is very clear about its calculations.

MOTION: THAT THE TREASURER PAY \$7,318.23 TO THE COLLEGE FOR "PURCHASE TIME" - 2001/2002, AS PER ARTICLE 8: UNION BUSINESS.

MOVED: R. Mason

SECONDED: R. Michaud

CARRIED

6.0 Correspondence

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

7.0 Reports of Officers:

7.1 President:

Provincial bargaining for new Collective Agreement is underway. The President attended a meeting for "all Presidents" to discuss issues.

7.2 Board of Governors' Report

- a. The Board is considering many changes. The new Chair is Linda Campbell from New Liskeard. The 1st VP is Mike Doody. The Labour Rep is now on the Board Executive.
- b. Northern Lights grant has been increased. A new grant called "Northern and Rural College Grant" given to all northern colleges to the tune of ½ million bucks was unexpected.
- c. Enrollment through out the College is up. Some programs are doing very well, others have been canned.

- d. OSAP. The gov't will be going after each individual college for default payments.
- e. The current College President is in his last year of his contract. He will be given a paid leave after that year.

7.3 Vice-President:

None

7.4 Chief Steward:

- a. Two grievances to date. First deals with appropriate placement on the grid calculation for new hires. The College is calculating one way, only counting the highest credential obtained; the Union stipulates the Collective Agreement is very clear: all credentials must be considered for initial placement. Second deals with the Academic Counselor position in Porcupine. College wants this position to be Support Staff; Union insists the position be Academic. The issue will go to Arbitration.
- b. Paid vs. Unpaid Vacation (Handout - Secretarial File). The Chief Steward provided information for Stewards to ponder regarding getting paid for vacation, and not getting paid for vacation and the implications for retirement. Chief Steward agreed to provide more simplified information package for all members to consider.

8.0 Reports of Committees:

8.1 WMG

None

8.2 CESC

The ERIP plan is now official. Any member who wishes to retire in June/'03 must apply on or before Feb. 28/'03 and be put into a queue. The gratuity will be 50% of salary. Selection will be based on "Service" with the College. Those unsuccessful (i.e. funds depleted) can reapply for December/'03 leave, provided sufficient funds are available.

The Union endorses this ERIP plan because it is fair and equitable for all potential retirees.

8.3 UCC

Chief Steward provided a Handout "Memo of Understanding between Northern College (the College) and OPSEU Local 653 (The Union)" – Secretarial File.

There is substantial disagreement between the two sides on different issues.

It seems an agreement was reached about "80" floor. However, the College seems to believe any number close to 80 is O.K. The Union is adamant: 80 full time faculty, no fewer. The College refuses to sign a "local agreement" regarding this issue. A further meeting for further clarification is scheduled in the near future.

8.4 H&S

Kirkland Lake Rep indicated Inspections and Meetings are taking place on a regular basis as per the Ontario Occupational Health and Safety Act.
V. P. reported likewise for Porcupine Campus.
No report from South Region.

8.5 RETURN TO WORK COMMITTEE

The Steward who resigned this Committee is now replaced with Rod Ryner, a Porcupine Steward.

9.0 Unfinished Business:

9.1 Web Page. The Secretary distributed a Handout: "Email from Annae to Steven Boaro" Using the email as reference, the Secretary provided an explanation as to how Stewards can access their individual emails on the Union Web Page.
Local 653 is now officially on the "Web": www.opseul653.com

10. New Business:

10.1 Pre-bargaining meeting. It was suggested that two bargaining issues be communicated to decision makers in the south. One, the Salary Level Grid. The Steps should be structured 1-20, rather than the current structure. Two, mandatory retirement at 65. Gov't legislation is clear on the retirement age being 65; however, the Collective Agreement is very vague on this issue. The retirement age should be spelled out clearly in the Collective Agreement.

10.2 Faculty Steps (Confidential)

10.3 Regional EBM. Current Rep in Region 6 has taken a job with OPSEU. He resigned his EBM position. An election for replacement will take place Oct 26/'02. Also, the Region 6 Treasurer will be retiring soon. Both gentlemen have done outstanding Union work.

MOTION: THAT WILL PRESLEY – EBM REP. AND BILL KUHNBAUM-REGION 6 TREASUER BE RECOGNIZED WITH A RETIREMENT GIFT FOR THEIR UNION SERVICE TO THE AMOUNT OF \$50.00 EACH.

MOVED: S. Boaro

SECONDED: R. Ryner

CARRIED

10.4 Job Postings. The Collective Agreement is very clear regarding how potential applicants are to be dealt with in job postings. It seems the College is not following the Collective Agreement procedures. In the past, a partial load person the Union is aware of was not treated as per his/her Collective Agreement rights.

This issue will be on the next UCC meeting agenda.

- 11. Adjournment :** The meeting adjourned at 5:50 P.M.
MOVED: R. Michaud

Sept 20'02

