

LOCAL 653 MEETING – MINUTES

DATE: SEPTEMBER 19, 2003

PLACE: KIRKLAND LAKE: DON LOU MOTEL

ATTENDANCE:

V. Bisson, S. Boaro, R. Mason, D. Nadeau, R. Oblin, L. Shaba, M. Studd, S. Tremblay,
M. Veilleux, C. Westermann

REGRETS: R. Ryner

1.0 Call to Order

The President called the meeting to order at 3:30 P.M.
The President informed the LEC members he invited two local NDP candidates to come and speak about provincial election issues. The Cochrane North incumbent declined; the Temiskaming candidate indicated he would come.

2.0 Adoption of the Agenda

MOTION: THAT THE AGENDA BE ADOPTED AS AMENDED

MOVED: C. Westermann

SECONDED: S. Tremblay

CARRIED

**MOTION: THAT AGENDA ITEM 10.4 (DONATION) BE MOVED
TO 2.1 BETWEEN ADOPTION OF THE AGENDA AND
MINUTES OF PREVIOUS MEETING.**

MOVED: R. Mason

SECONDED: R. Oblin

CARRIED

2.1 Discussion about Donation ensued.

**MOTION: THAT THE LEC DONATE \$100.00 TO BEN LEFEBVRE –
TEMISKAMING NDP CANDIDATE – FOR HIS ELECTION
CAMPAIGN PROVIDED HE PRESENTS HIMSELF
DURING THE LEC MEETING.**

MOVED: R. Mason

SECONDED: C. Westermann

CARRIED

Minutes of the Previous Meeting

Correction: That Item 4.2 “New Policy has been drafted” Read,
“New Policy is being drafted

**MOTION: THAT MINUTES BE ADOPTED AS PRESENTED AND
AMENDED**

MOVED: R. Oblin

SECONDED: R. Mason

CARRIED

3.0 Business Arising from the Minutes

4.1 Doctor’s Policy. New Policy in place.

This Policy needs to be copied to all Local 653 Members.

4.2 “Poison Work Environment” issue. A mediator did come to the Porcupine
Campus to help resolve the issue. Some confusion seems to exist.

The College believes the issue is still in Step 1; the Griever believes the
issue is now a Step 2 Grievance. Further clarification needs to be sought.

4.3 CRCIS. Local 653 was scolded for not providing SWF data to provincial
data collectors. The Local President indicated he will attempt to remedy
the Local and Management data collection.

4.4 JESRF. No funds were needed to finance the “Poison Work Environment”
Grievance.

4.0 Treasurer’s Report

The Treasurer tabled Financial Reports 1 and 2 dated Sept 19/’03.
Discussion ensued.

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

MOVED: R. Oblin

SECONDED: M. Veilleux

CARRIED

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

MOVED: M. Veilleux

SECONDED: C. Westermann

CARRIED

**MOTION: THAT THE LEC PAY THE KIRKLAND LAKE
AND DISTRICT LABOUR COUNCIL MEMBERSHIP
FEES AT 0.10 CENTS/PER K.L. MEMBER.**

MOVED: M. Veilleux

SECONDED: D. Nadeau

CARRIED

6.0 Correspondence

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

6.2 Email from College President indicating Jan 02/'04 is a holiday.

7.0 Reports of Officers:

7.1 President:

- a. Met with OPSEU Regional Rep. to discuss various issues.
- b. President indicated some colleges are providing SWFs to part-time, sessional, and partial load employees.
- c. Ontario Conservative gov't plans to ban strikes in all education sectors.
- d. In a meeting with Local Presidents, Local 653 President indicated the consensus among provincial members is to strike if the Workload Formula is tampered.
- e. Because of constant contact with other Presidents and OPSEU business, the Local President indicated his need for a cell phone.

**MOTION: THAT LOCAL 653 PRESIDENT BE PROVIDED
WITH A CELL PHONE.**

MOVED: C. Westermann

SECONDED: M. Veilleux

CARRIED

7.2 Board of Governors' Report

The Board of Governors' Policy regarding retirement at age 65 has been rescinded.

No longer is supervisory approval required to work beyond age 65.

According to one manager, enrollment has increased 26%.

The Local's Board of Governor member is now on the Business Advisory Board.

7.3 Vice-President:

None

7.4 Chief Steward:

1. One Grievance is at Step 1. Resolution is immanent.
2. Nurses hired without a Masters degree and studying towards one at Management's encouragement are wondering who pays for the required textbooks, and who pays travel expenses to Sudbury? The College is willing to

settle in favour of the Grievor(s).

3. Step Calculations. Don't receive a Step for each year completed, but receive a Step for completion of entire degree. Degree must be physically in hand. College is not providing Step Calculations to the Union. This will be a UCC Item.

8.0 Reports of Committees:

8.1 WMG

Two staff members are working on a project to involve/train (?) Union members regarding new technologies at the College. The Local will request a meeting with Management and the project staff members to find out the implications of such work.

8.2 CESC

A joint CESC meeting will be held on Wed., Sept 24/'03 at the Porcupine Campus.

8.3 UCC

The College wants to know what the Local feels about hiring back members who have retired. Discussion ensued. The Chief Steward was seeking direction from the LEC. It seems the LEC agrees, Management can hire back a retired person as long as the intended purpose is not to erode the "floor of 80" and replace full time bargaining position(s) with part time, partial load, and sessional.

Evaluation Tool for Faculty. Management wants to evaluate Faculty. Management is seeking input from the Union as to how the Evaluation will take place. The unanimous consensus among the LEC is to let Management construct their own Evaluation and then submit it to the LEC for review.

8.4 H&S

Haileybury Health and Safety Rep. received Basic Certification training.

8.5 RETURN TO WORK COMMITTEE

Some members, because of illness, will be on LTD.

8.6 IT

Things are going well. CITRIX is working well. Blackboard is being upgraded. Members need to be trained in the new technologies. This will be a WMG Item.

9.0 Unfinished Business:

None

10. New Business:

- 10.1 The President distributed Handout "Working Document"
(Secretarial File)

This document provides a summary of Management's Position

and Union position regarding various negotiation items.

A strike is a possibility. The OPSEU does not want the strike between October and December. OPSEU does not want its members on the picket line in the cold, and prior to Oct. 03/'03 there is no sitting government waiting to listen to Union concerns. A probable strike vote could be held in Feb./'04. The President tabled a proposed salary grid "14.03 A 1 (a) (Secretarial File).

- 10.2 The Chief Steward spoke about his eventual replacement. He indicated the need to train someone for the Chief Steward's position. He would like to have a member "shadow" him for a lengthy period of time with the approval of Management. It will be a costly proposition. Further information to come.
- 10.3 President tabled a memo dated August 28/'03, Subject: Joining CAUT. CAAT (Academic) Division wants closer ties with CAUT, the Canadian Association of University Teachers. This Association will not cost the Local any money.

**MOTION: THAT LOCAL 653 SUPPORTS THE SAMPLE
RESOLUTION/PETITION AS STATED IN
MEMO DATED AUG. 28, 03.**

MOVED: R. Oblin

SECONDED: M. Veilleux

CARRIED

11. Adjournment : The meeting adjourned at 6:45 P.M.

MOVED: D. Nadeau

