

**LOCAL 653 MEETING – LEC MINUTES**

**DATE: FRIDAY, NOVEMBER 25, 2005**

**PLACE: KIRKLAND LAKE CAMPUS: BOARD ROOM**

**ATTENDANCE:**

V. Bisson, S. Boaro, D. Nadeau, L. Shaba, M. Studd, S. Tremblay, C. Westermann

**REGRETS:** D. Quinn, A. Rivard, M. Veilleux

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**1.0 Call to Order**

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

**2.0 Adoption of the Agenda**

**MOTION: THAT THE AGENDA BE ADOPTED AS PRESENTED.**

**MOVED:** S. Tremblay

**SECONDED:** D. Nadeau

**CARRIED**

**3.0 Minutes of the Previous Meeting (Oct. 21/'05)**

**MOTION: THAT MINUTES BE ADOPTED AS PRESENTED.**

**MOVED:** D. Nadeau

**SECONDED:** C. Westermann

**CARRIED**

**4.0 Business Arising from the Minutes**

4.1 Cochrane LBS. Issue still on-going. A Union Grievance (contravention of Article 27.05 (iv) has been filed on this issue. The full time Faculty member involved has accepted a transfer to a vacant full time position in Porcupine.

Union President has filed another grievance against Management for violation of Article 3.02, specifically dealing with intimidation and interference. The Union President is defending Union rights.

4.2 Bank Location. The Treasurer will continue investigating the proposal.

**5.0 Treasurer's Report**

The Treasurer tabled Financial Statements dated November 25, 2005.

The Treasurer alerted the LEC regarding an “uncleared advance” to a LEC member for unexplained expenses.

The Treasurer will write the LEC member a memo requesting receipt(s).for these funds (\$491.70). Failure to provide receipts will cause the member to personally reimburse OPSEU the full amount.

**MOTION: THAT THE FINANCIAL STATEMENTS PRESENTED BE ACCEPTED.**

**MOVED:** C. Westermann

**SECONDED:** V. Bisson

**CARRIED**

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

**MOVED:** S. Tremblay

**SECONDED:** D. Nadeau

**CARRIED**

Local 653’s Bank location. Presently, the Bank is located in Timmins but the Treasurer lives in K.L. In order to save some travel expense, it was proposed that the Local’s Bank be situated in K.L. The Treasurer agreed to investigate and report back to the LEC his recommendation.

**6.0 Correspondence**

**6.1** Memo received from EERC regarding defibrillators.

**6.2** Invoice received from Lancaster House for amount due \$363.80..  
(Leading Cases on Labor Arbitration – Online Subscription.)

**7.0 Reports of Officers:**

**7.1 President:**

- a. Cochrane Issue. Member has signed his involuntary transfer College request. College President attended meeting and his actions at the meeting could initiate  
a grievance.
- b. Mining program may be shutting down. This will impact on mining Faculty positions.
- c. The Union is preparing for “Rejection Vote” to take place on November 29/’05.
- d. Many grievances are being filed because Management is not following the Collective Agreement, particularly when the issues revolve around CESC.
- e. The Union President indicated he is prepared to step down as Health and Safety Rep. for the Porcupine Campus if another Steward is willing to take on the position. Because no Steward has stepped forward, the President has no choice but to fill the position personally.

- f. Learning Strategist. Management has always contented this position to be a Support Staff position. Other colleges have filed grievances claiming the position to be Faculty. Fanshawe College won a grievance in this respect. Consequently, because Northern College has three such Strategist, the Union will be filing grievances to strike Strategist as Support Staff and make them Local 653 bargaining unit positions.

### **7.2 Board of Governors' Report**

A host of new Programs have been announced: Agriculture Technician, Heavy Equipment Operator, Pre-Health Science, and a few others.

### **7.3 Vice-President:**

None

### **7.4 Chief Steward:**

None

## **8.0 Reports of Committees:**

### **8.1 WMG**

Two meetings took place: November 04/'05 and November 18/'05.

- a. Academic Calendar Survey. Results are in. The LEC's position is the College has its statistics. It can now do whatever it wants with them. It is not the Union's role to inform the College on how to arrange its Academic calendar year. It is the role of WMG to police Article 11.
- b. Faculty Evaluation Form. The College has produced a document (Guide To Faculty Evaluation) dated 1983 which is new news to all Faculty. The LEC's position is if the College wishes to introduce revised Faculty Evaluation Forms, then provide all the Faculty with the "Guide" and ensure Managers follow it rigorously.
- c. SWFs Article 11.02 A 1 (a). The effected manager apologized for error.
- d. Agenda Items. To expedite meetings, managers indicated they wanted only Article 11 issues dealt with at WMG meetings. The Union's response is to view Article 11.02 A2 which clearly states "total workload" and "complementary functions" are to be discussed, including specific areas.
- e. Special Needs. There seems to be a problem for some Professors who are expected to be in two places at the same time. No management solution yet

### **8.2 CESC**

Cochrane issue. This is a contentious issue. Grievances have been filed to deal with some issues. The member involved has accepted involuntary transfer to Porcupine.

### **8.3 UCC**

- a. MOU. Talked about a range. Range may be 80 to 85.
- b. MaJIC. Incorporated. It will be revenue neutral.
- c. Union President has been gathering info to see where new full time hires can be gained.
- d. Defibrillators. They are costly and training is needed.
- e. IT. Communication problems between Porc. and the satellite Campuses continue to exist.

#### **8.4 H&S**

- a. Kirkland Lake Report. Monthly Inspections and regular meetings occurring.
- b. Haileybury . No report
- c. Porcupine Campus. The President has stated he is willing to relinquish his position as Health and Safety Rep. if a Steward steps forward willing to accept the responsibilities.  
The Welding Lab is still an on-going problem. If not resolved soon, the Ministry of Labor will be asked to step in.

#### **8.5 RETURN TO WORK COMMITTEE**

None

#### **8.6 IT**

None

#### **9.0 Unfinished Business:**

**9.1** Bank Location. Discussed in Treasurer's Report.

#### **10.0 New Business:**

- 10.1 Chief Steward's Position. Since the Chief Steward was absent, this issue will be discussed at the next meeting in January '06
- 10.2 Union Webpage's Purpose. It was decided only Union material will be posted on the Local's Web page.
- 10.3 Defibrillator Cost Sharing. The College has been presented with some cost quotes. This is an on-going issue.

**11. Adjournment :** The meeting adjourned at 6:15 P.M

**MOVED:** D. Nadeau











