

**LOCAL 653 MEETING – LEC MINUTES**

**DATE: FRIDAY, JANUARY 20, 2006**

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

**ATTENDANCE:**

V. Bisson, S. Boaro, D. Nadeau, D. Quinn (speaker phone), L. Shaba, D. Silver, M. Studd, S. Tremblay

**REGRETS:** A. Rivard, M. Veilleux, C. Westermann

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**1.0 Call to Order**

The President called the meeting to order at 4:00 P.M.

**2.0 Adoption of the Agenda**

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

**MOVED:** D. Nadeau

**SECONDED:** V. Bisson

**CARRIED**

**3.0 Minutes of the Previous Meeting** (Nov. 25/05)

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

**MOVED:** V. Bisson

**SECONDED:** D. Quinn

**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 filed a grievance against Management for violation of Article 3.02, specifically dealing with intimidation and interference. The Union President was defending Union rights. Management has apologized. Grievance settled to Union's satisfaction.

4.2 Mining Program. Management has not been forthcoming regarding what is occurring in this area. It has been noted that first year intake for September has

suspended. Rumor has it the mining program will be modularized. Two Faculty members will be affected.

4.3 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.

### **5.0 Treasurer's Report**

The Treasurer tabled Financial Statements dated **January 20, 2006**.

The Financial fiasco initiated by a LEC member has been resolved.

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

**MOVED:** D. Nadeau

**SECONDED:** S. Tremblay

**CARRIED**

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

**MOVED:** S. Tremblay

**SECONDED:** D. Silver

**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 is now in the process of relocating Local 653's banking to the CIBC in Kirkland Lake. All Members are in agreement.

### **6.0 Correspondence**

**6.1** OPSEU Convention in Toronto, April 20, 2006..

**6.2** Local President has received updated Newsletter – Negotiations Update to rebuttal  
Management's erroneous propaganda.

### **7.0 Reports of Officers:**

#### **7.1 President:**

- a. He is working on a variety of grievances.
- b. He is working on the MOU. The MOU has been presented to Management. Management stated no decision will be made until after labor negotiations have been settled.

- c. The President gave an update on negotiations. Both sides are very entrenched in their positions. Team negotiator, Dan Bouchard will be at Northern to give Faculty an update on Wednesday, January 25, 2006 at 1:30 P.M.

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

None

## **7.3 Vice-President:**

None

## **7.4 Chief Steward:**

None

## **8.0 Reports of Committees:**

### **8.1 WMG**

Two meetings took place: December 02/'05 and January 20/'06.

- 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. This issue has been moved to UCC.
- c. Special Needs. Management is working on some solutions.
- d. Professional Development. Article 11.01 H1. Management has proposed offering P. D. using the ten days. Management was notified that the ten days are an "allowance" as are holidays, and belong to the Faculty.
- e. Article 11.06. The College was notified the Article specifically deals with SWF time, not 24/7 as some Managers seem to think.
- f. There was a violation of Article 11.02 C2. The College failed to provide sufficient "lead time" in its cancellation of valuable class time. Management has agreed to give one month notice for any future cancellations.

### **8.2 CESC**

- a. Closure of Cochrane LBS. Two grievances still outstanding.

### **8.3 UCC**

- a. MOU presented to Management. Management will respond after labor negotiations are complete.
- b. Defibrillators. Discussion still on-going.
- c. Chapleau. The College is not following proper procedures in delivering LBS. The College is using a third party to deliver course yet receiving funds for this work. The work is bargaining unit work
- d. Faculty Evaluation Form. It is still unclear what "Form" the College will be using to evaluate Professors.

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

- a. Kirkland Lake Report. Monthly Inspections and regular meetings occurring.
- b. Haileybury . No report
- c. Porcupine Campus. A meeting took place whereby Faculty were directed to do health and safety procedures without letting the Health and Safety Committee know. The Occupational Health and Safety Act is very clear: the Health and Safety Committee must be apprised of what is taking place in the work area.  
MSDS sheets are woefully outdated. Management expects Faculty to do this work. In the past Support Staff did this work. If the work is now to be done by Professors, it needs to be SWFed.

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

One individual is being accommodated.

#### **8.6 IT**

The Committee is defunct.

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

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

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

Items discussed under President's Report.

Bereavement Leave Partial Loads. The President pointed out Partial Loads are entitled to "sick days" but on an hourly basis as he outlined in the Collective Agreement.

**11.0 Adjournment :** The meeting adjourned at 6:20 P.M

**MOVED:** D. Nadeau









