

**LOCAL 653 MEETING – LEC MINUTES**

**DATE: FRIDAY, SEPTEMBER 21, 2007**

**PLACE: HAILEYBURY CAMPUS: BOARD ROOM**

**ATTENDANCE:**

S. Boaro, D. Nadeau, L. Shaba, W. Schaffer, D. Silver, M. Studd, S. Tremblay

**REGRETS:** D. Dutrisac D. Quinn, P. Rideout

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**1.0 Call to Order**

The President called the meeting to order at 3:45 P.M.

**2.0 Adoption of the Agenda**

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

**MOVED:** D. Nadeau

**SECONDED:** S. Tremblay

**CARRIED**

**3.0 Minutes of the Previous Meeting** (April 27/'07)

**MOTION: THAT MINUTES OF APRIL 27/'07 BE ADOPTED AS PRESENTED**

**MOVED:** D. Silver

**SECONDED:** W. Schaffer

**CARRIED**

**4.0 Business Arising from the Minutes**

4.1 Learning Strategist. College settled. A full time Faculty position was created at the Porcupine Campus in the Pre-Health Program. Local 653 is very pleased with the outcome. This is a testament the Grievance Procedure works well.

4.2. RTW Claims. OPSEU is still working on this issue. Council of College Presidents

has asked the Arbitrator for time to read some specific cases before rendering a decision.

4.3. Pilot Projects. Two Projects: South Region in Environmental Waste Water; the second in the North Region to begin in Sept. 2008.

4.4 Dues Increase. Depending on the financial circumstances come Spring 2008, there may be a Dues Increase vote at the next AGM in Haileybury.

4.5 Exclusion Grievance. The grievance is on-going. Many former Faculty willing to testify the facts. Many Grievances have been filed and are going through the Grievance Procedure process.

4.6 Steward Elections. Point of Order raised regarding who is a Porcupine Steward. Local President gave the following summary: S. Tremblay, D. Dutrisac, P. Rideout. The following have not yet been officially elected: M. Veilleux, D. Quinn, N. McNair. Elections are pending. L. Shaba is a "Steward at Large".

## **5.0 Treasurer's Report**

The Treasurer tabled Financial Statements dated September 21/'07

### **(1) MOTION: THAT THE FINANCIAL STATEMENTS PRESENTED BE ACCEPTED.**

**MOVED:** D. Silver

**SECONDED:** W. Schaffer

**CARRIED**

### **(2) MOTION: THAT THE TREASURER BE GIVEN THE AUTHORITY TO PAY ALL OUTSTANDING CHEQUES.**

**MOVED:** D. Nadeau

**SECONDED:** S. Tremblay

**CARRIED**

It was noted the JESRF fund has a balance of \$58,436.71. Since the money belongs both to Local 653 and the College, it will be footnoted in the Financial Statements.

## **6.0 Correspondence**

6.1 Kirkland Lake Labour Council Minutes acknowledged.

6.2 Card of "Thanks" received from Carol Weir.

## **7.0 Reports of Officers:**

### **7.1 President:**

- a. OPSEU Educational to be held in Sudbury at the Quality Inn.
- b. K.L. Faculty member terminated. Grievance filed.
- c. Local 653 member's letter to OPSEU President. Local President will give the letter all the attention it deserves.
- d. Lorne. Weir. It was a sad ending to the summer when a Faculty

member lost his life in a Lab at the Porcupine Campus.  
Local 653, together with OPSEU Regional, paid tribute to Lorne and his Family by posting a “Farewell Brother Lorne Weir” in 3 local newspapers.

## **7.2 Board of Governors’ Report**

No Report

## **7.3 Vice-President:**

- a. The 1<sup>st</sup> V.P. has agreed to serve as Co-Chair on the UCC Committee.
- b. He reported the Haileybury staff now has to pay for parking.
- c. Applied research in Haileybury is beginning to come to fruition.
- d. Management is considering hiring Instructors rather than Professors.

## **7.4 Chief Steward:**

Arbitration hearings starting in October. Many Grievances will be grouped together.

## **8.0 Reports of Committees:**

### **8.1 WMG (2Meetings: Sept. 14/’07 and September 21/’07)**

- a. Porcupine Campus Faculty member with SWF Complaints.  
Two SWF Complaints resolved.
- b. Management indicated there will not be PD days like June/’07.  
There will be one official PD day entitled “Universal Instructional Design” day to be held in Feb/March.
- c. Discussion about the March Break. How is the time during the March Break to be allocated on the SWF. No resolution achieved.  
Situation to be monitored.
- d. Porcupine Campus Faculty member with SWF Complaint.  
Complaint not resolved. Complaint may be sent to WRA.

### **8.2 CESC**

The Co-Chair noted that no termination or layoffs of any full time or Probationary staff was discussed at the June 01/’07 CESC meeting.

### **8.3 UCC**

- a. Numbers at the UCC limited to 3 on each side and three alternate observers.
- b. Local 653 has investigated the toxic work environment in the Vet Tech dept.
- c. Hiring practices for full time teaching staff and for Coordinator positions seems to follow no written Policies or Procedures.

Each Campus Manager does as s/he pleases.

- d. Defibrillators to be in place by Christmas. No SWF time for training.

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

- a. Kirkland Lake. Monthly Inspections and regular meetings occurring. Management has appointed John Hodgins to replace the retired Manager. Regional Executive Director still on Committee.
- b. Haileybury Campus. Similarly John Hodgins is Management Rep.
- c. Porcupine Campus. Trying to come to terms with tragedy in August.

The Health and Safety AGM will take place May 30<sup>th</sup> at the Kirkland Lake Campus.

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

Trying to instill in Management that workers' health is paramount for College success.

#### **8.6 IT**

Existing problems still continue to fester.

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

None

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

10.1 Labour Arbitration Conference. Discussion ensued. It was noted any Steward contemplating going to any Conference must outline the benefits to the Local and justify any Local expense at a LEC meeting. Thereafter a Motion will be presented to the LEC.

10.2 Confidential Emails. Local 653 confidential emails cannot be sent via the College network. The College, by law, has full access to any Faculty email.

10.3 Discussion ensued regarding Non-Teaching Time and SWFs. Management and Union have opposing views. More discussion about this item will arise at WMG.

10.4. Management Hiring Practices. Discussed in Item 8.3 (c).

**11. Adjournment:** The meeting adjourned at 6:30 P.M

**MOVED:** D. Nadeau