

**LOCAL 653 MEETING – LEC MINUTES**

**DATE: FRIDAY, FEBRUARY 22, 2008**

**BY VIDEO: RESPECTIVE CAMPUS BOARD ROOMS**

**ATTENDANCE:**

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

**REGRETS:** M. Stransky, P. Rideout

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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 AMENDED.**

**MOVED:** D. Silver

**SECONDED:** D. Nadeau

**CARRIED**

**3.0 Minutes of the Previous Meeting** (Jan. 25/'08)

**MOTION: THAT MINUTES OF JAN. 25/'08 BE ADOPTED AS PRESENTED**

**MOVED:** M. Dutrisac

**SECONDED:** D. Silver

**CARRIED**

**4.0 Business Arising from the Minutes**

4.1 The College is required to notify the Union about 3 full-time positions to be filled.

It appears, unofficially, the 3 full time positions are as follows: 1 Vet Tech, 1 LBS

South Region, and 1 Nursing, probably Kirkland Lake.

4.2 Service Learning. Local 653 President will contact South Regional Director for information regarding this outstanding issue.

4.3 Exclusionary Grievance. It appears the excluded Coordinator is asking Faculty for "Quality Assurance Audit" work not recorded on Faculty SWFs. Item to be discussed at WMG.

4.4 LOBO Consultant Report. Management refuses to release Report. The Union is going to mediation to acquire Report. Union unsuccessful at Mediation. The is now proceeding to Adjudication stage.

4.5 Part/time Employees. The OPSEU drive is going well. It is difficult to contact part time teachers because they are strewn all over Northeastern Ontario.

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

The Treasurer tabled Financial Statements dated February 22/'08

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

**MOVED:** D. Nadeau

**SECONDED:** S. Tremblay

**CARRIED**

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

**MOVED:** D. Silver

**SECONDED:** D. Nadeau

**CARRIED**

It was noted the JESRF has approximately \$56,000.

Discussion ensued about a dues increase. The Treasurer tabled "**Local Dues and Purchased Time for Union Executive**" (Secretarial File). The Treasurer presented some financial options.

**(3) MOTION: THAT LOCAL 653 PROPOSE TO THE GENERAL MEMBERSHIP A LOCAL DUES INCREASE BY \$4.00/MONTH TO A TOTAL OF \$12/MONTH.**

**MOVED:** M. Sudd

**SECONDED:** D. Dutrisac

**CARRIED**

Local President will notify General Membership.

Discussion ensued about OPSEU Convention.

**(4) MOTION: THAT LOCAL 653 FINANCIALLY SUPPORT AN ALTERNATE DELEGATE TO THE 2008 OPSEU CONVENTION.**

**MOVED:** D. Silver

**SECONDED:** W. Shaffer

**CARRIED**

## **6.0 Correspondence**

6.1 Kirkland Lake & District Labour Council Request. The Local Council may not receive an annual grant from the CLC.

**MOTION: THAT LOCAL 653 MORALLY SUPPORT A  
RESOLUTION SUBMITTED BY K.L. LABOUR  
COUNCIL TO THE CLC.**

**MOVED:** S. Tremblay

**SECONDED:** D. Dutrisac

**CARRIED**

## **7.0 Reports of Officers:**

### **7.1 President:**

- a. Busy with Local Arbitration hearing. Hearing went well.
- b. Part time recruiting campaign going well.
- c. Getting ready for OPSEU 2008 Convention. The Whitaker will be an important item for discussion.
- d. Grievances from Strike. Still are being negotiated.
- e. College H.R. department finally informing Local regarding Faculty rights.

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

None.

### **7.3 Vice-Presidents:**

1<sup>st</sup> Vice President: None

2<sup>nd</sup> Vice President: Staffing Report from College regarding P/T received.

### **7.4 Chief Steward:**

- a. Next Grievance hearing regarding fired Probationary employee.
- b. Another Grievance submitted regarding full time Faculty in Welding Dept. in K.L.
- c. Seniority List. Discussion ensued as to what happens to employees on LTD once they reach age 65. According to the College, they are summarily terminated. Local 653 objected. Age discrimination cannot occur. The Union informed the College to provide options to LTD employees. Also the College is violating Article 27.12. The College has promised henceforth to abide by this Article.

## **8.0 Reports of Committees:**

### **8.1 WMG**

Two meetings have taken place: Feb. 01/08 and Feb. 15/08

- a. Microsoft Office 2008. The Union has requested training be on SWFs. The Union has asked that an IT person come to the meeting and explain Faculty training needs.
- b. Enrichment Days. Because of a Faculty Members opposition to the timing of these days, and a flurry of subsequent support, the College in the South Region has postponed the PD day.
- c. SWFs. It seems the College has Faculty working without any TCHs on SWF.  
A WRA Award ruled by Morrison in 1993 at Northern College ruled against such a process. SWFs issued from Sept. 01 to June 30 must contain some TCH.
- d. Quality Assurance Audit. The Union is requesting any Faculty asked to work on this Audit be SWFed for their time.
- e. Discover Northern, Go To College, Career Fair Option, Health and Safety Emergency Procedure Handbook, all Faculty participation in these items be SWFed.
- f. Notetaker. It seems Management wanted to introduce a note taker to the WMG. Union Co-Chair not informed of this. Subsequently, after discussion it was decided no note taker.

### **8.2 CESC**

Two meetings took place: Feb 13/'08 and Feb 20/'08. Purpose of meeting was to terminate a Counselor position and put the person into a newly created full time teaching position. After discussion, the person involved agreed to the move.

Another meeting is scheduled for Feb. 29/'08 to discuss the CS Dept. and Welding Depts.

### **8.3 UCC**

- a. Quality Assurance Audit. The Union is opposed to having a Faculty member direct other Faculty members. Direction to do work comes only from College Supervisors/Managers/Administrators and no one else as stipulated in the Collective Agreement. Otherwise is grievable.
- b. Interview for Coordinators. Coordinator interviews will follow the pattern as suggested by the Union.
- c. Job Descriptions for Coordinators. The College no longer wants to discuss.
- d. MAJIC. The College says not a College issue, yet College space utilized to

accommodate this initiative.

- e. Defibrillators. The North has one; the South will get one too.
- f. Sick Days. The College sent out an ambiguous email regarding how sick days are to be viewed. The College said it will correct any misunderstanding.

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

- a. Kirkland Lake. Monthly Inspections and regular meetings occurring.
- b. Haileybury. No report.
- c. Porcupine Campus. Monthly Inspections and regular meetings occurring.

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

One employee is now on LTD.

#### **8.6 IT**

None.

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

None

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

- 10.1 Seniority List Article 27.12. Discussed under 7.4 (c).
- 10.2. Quality Assurance Audit. Discussed under WMG and UCC Rreports
- 10.3 Part timers. Discussed under President's Report
- 10.4 Note Taker. Discussed under WMG Report
- 10.5 Dissemination of Union Info via Email. It seems the College has no problem in allowing the Union to use its Email system for Union business.
- 10.6 East End Clinic at Porcupine Campus. It seems the College is using space for other than educational purposes. What is the College's mandate: Post Operative Health Care or Post Secondary Education?
- 10.7 Personnel File. Faculty need to be vigilant and alert as to what goes into College kept Personnel File. It was noted one Faculty member had a discipline letter in the File to which he had no knowledge about..

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

**MOVED:** D. Dutrisac

