

LOCAL 653 MEETING – LEC MINUTES

DATE: FRIDAY, APRIL 30, 2010

PLACE: HAILEYBURY CAMPUS BOARD ROOM

ATTENDANCE:

S. Boaro, D. Quinn, N. McNair, D. Nadeau, P. Rideout , D. Silver, L. Shaba, S. Tremblay

REGRETS: D. Dutrisac, W. Schaffer, M. Studd

1.0 Call to Order

The President called the meeting to order at 3:50 p.m.

2.0 Adoption of the Agenda

Add: 10.3 Management Request for Faculty to Retire
10.4 Coordinator Duties
10.5 Dual Managers
10.6 PD and Travel
10.7 Modified Work – SWFs

MOTION: THAT THE AGENDA BE ADOPTED AS AMENDED.

MOVED: D. Nadeau

SECONDED: N. McNeil

CARRIED

3.0 Minutes of the Previous Meeting (Feb.12/'10)

MOTION: THAT MINUTES OF FEBRUARY 12/'10 BE ADOPTED AS PRESENTED.

MOVED: D. Nadeau

SECONDED: D. Silver

CARRIED

4.0 Business Arising from the Minutes

None

5.0 Treasurer's Report

The President tabled Financial Statements dated April 30, 2010.

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

MOVED: D. Silver

SECONDED: P. Rideout
CARRIED

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

MOVED: D. Quinn
SECONDED: D. Nadeau
CARRIED

6.0 Correspondence

None

7.0 Reports of Officers:

7.1 President:

- a. He reported the Council is intransigent in not wanting to sign the Collective Agreement. The Council presented the Membership with an Agreement to vote on and now the Council refuses to abide by its own prepared text.
- b. Council wants salaries paid to the Bargaining Team reimbursed. The Team has refused. The issue is going to OLRB.
- c. A Bargaining Unit Member applied for a LEID position. The applicant was denied by the College. The College erred in not providing adequate reasoning for its denial. The Union has filed a Grievance. The College has agreed to settle after realizing its error.
- d. Coordinator Job Posting. There was in place a M of S of a previous Grievance. The College is renegeing on its agreement. A compromise was reached.
- e. Attendance Disability Policy. After being discussed ad nauseam at UCC it was sent to Grievance. A more palatable College version will be derived at the Grievance stage(s).
- f. Staffing. Four Grievances will be filed soon. Two in Haileybury, one in Porc., and one in K.L. The Union has given the College until May 10/10 to respond.
- g. LEID Position. The College has defined the specific duties and procedures for hiring into this Position.

7.2 Board of Governors' Report

None

7.3 Vice-Presidents:

1st Vice President: None.
2nd Vice President: None.

7.4 Chief Steward:

Attended a meeting in T.O. on March 27/'10. The consensus at the meeting was that the Members felt the Union should be more proactive rather than reactive. Some Members felt too much Union information was distributed during the negotiations which confused some.

Article 11 – Modified Workload was discussed.

8.0 Reports of Committees:

8.1 WMG

Meetings: March 12/10, March 26/'10, April 09/'10 and April 30/'10.

- a. Health and Safety Alternate (K.L.) rep. will receive 0.25/hrs. on SWF for Health and Safety responsibilities during July/August.
- b. Management invited to meeting to discuss “Faculty Working Outside College”. Management unaware of Article 11.06 and its implications. The Manager was instructed to speak with individual staff and reach a mutually agreeable compromise.

8.2 CESC

Next meeting May/'10

8.3 UCC

Co-Chair tabled “UCC Activity Report”. (Secretarial File).

8.4 H&S

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

8.5 RETURN TO WORK COMMITTEE

Met with one Member. The Member expressed displeasure with Disability Policy.

8.6 IT

None

9.0 Unfinished Business:

None

10.0 New Business:

10.1 AGM Meeting. The AGM will take place on May 26/'10.
A LEC meeting will take place in the A.M.
The AGM in the P.M.

10.2 Local 653 Computer. The LEC decided that the Secretary be provided with a Laptop in order to do Local 653 Secretarial duties.

MOTION: THAT LOCAL 653 SECRETARY PURCHASE A LAPTOP AND PRINTER IN THE AMOUNT NOT EXCEEDING \$1,200 TO BE USED FOR LOCAL SECRETARIAL DUTIES.

MOVED: D. Silver

SECONDED: D. Nadeau

CARRIED

10.3 Management Request for Faculty to Retire

It was noted a Manager approached a Faculty Member and asked the Member to retire. The LEC found this action bordering on harassment and unprofessional. The Union's response is that the Manager clearly violated a Union Member's Human Rights, specifically Age discrimination. The Union will follow-up.

10.4 Coordinator Duties

Coordinators are overworked and stressed. They would like their Specific duties specified. This Item will be put back on UCC.

10.5 Dual Managers. It appears there is one College Manager responsible for signing all Workload SWFs yet some Members stated they must Report to other Managers regarding their Workload. Members are very confused. It was noted in a WMG meeting, that the SWF signer is the "immediate supervisor", as noted in the Collective Agreement, that Members only have to listen to. All others can be ignored.

10.6 PD and Travel

Liability is a major concern to the College so much so that it impedes adequate PD opportunities for Members. Members become so frustrated with the lack of College cooperation, they simply withdraw.

10.7 Modified Work – SWFs

Local Member went to the March 27/'10 meeting in T.O. He spoke about the changes to Article 11. Members need to avail themselves about their C. A. rights under the new Articles.

11. Adjournment: The meeting adjourned at 6:00 p.m.
MOVED: D. Nadeau