

**LOCAL 653 MEETING – LEC MINUTES**

**DATE: FRIDAY, SEPTEMBER 24, 2010**

**PLACE: HAILEYBURY CAMPUS BOARD ROOM**

**ATTENDANCE:**

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

**REGRETS:**

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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**

ADD: 10.1 Volunteer Work – Liability  
10.2 Video Surveillance in Computer Labs

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

**MOVED:** D. Nadeau

**SECONDED:** D. Dutrisac

**CARRIED**

**3.0 Minutes of the Previous Meeting (May 26 /'10)**

**MOTION: THAT MINUTES OF MAY 26/'10 BE ADOPTED AS PRESENTED.**

**MOVED:** M. Studd

**SECONDED:** D. Silver

**CARRIED**

**4.0 Business Arising from the Minutes**

- a. Attendance Disability Policy: No change.
- b. PD and Travel. The College doesn't want to pay possible liability.
- c. Modified Work Load. No Member on Modified Work Load to date.

**5.0 Treasurer's Report**

The Treasurer tabled Financial Statements dated September 24, 2010. The Treasurer noted \$1,000 was donated to Sudbury miners on strike. No Motion was recorded for this donation.

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

**MOVED:** N. McNair

**SECONDED:** D. Dutrisac

**CARRIED**

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

**MOVED:** D. Silver

**SECONDED:** D. Dutrisac

**CARRIED**

**6.0 Correspondence**

None

**7.0 Reports of Officers:**

**7.1 President:**

- a. Filed four Staffing Grievances: two in Haileybury (one Vet Tech, and one Law Clerk); one in K.L. (Welding); one in Porc. (Fire Services). College offered two full time positions. The Local will grieve the balance.
- b. A College manager will undergo “sensitivity training” after making inappropriate suggestions to a senior Faculty member. The College is to report back to the Union with the results.
- c. Modified Work Load. Some Colleges are backing away from such arrangements. At Northern no full time Faculty member is SWFless.
- d. Local President received Porcupine Steward resignation.

**7.2 Board of Governors’ Report**

None

**7.3 Vice-Presidents:**

1<sup>st</sup> Vice President: Local should consider projecting future goals and objectives for the Union. This should be done at the AGM. This way the Local can be seen as being proactive as opposed to being reactive to all labour relations situations.

2<sup>nd</sup> Vice President: K.L. revitalization is on-going. The College hired two Toronto consultants which optically conflicts with localized economic development for the northeastern Ontario Region.

The VP was contacted by two Faculty members for representation at a meeting. The VP was denied meeting attendance by a College HR manager. The Union is investigating the inappropriateness of such denial.

**7.4 Chief Steward:**

- a. College's Respectful Work Policy not recommended to use.
- b. Nursing meeting in Porc. Faculty in attendance were severely chastised by College management for Faculty alleged comments to a Report Investigator.
- c. Student violence towards Faculty is being reported.

**8.0 Reports of Committees:**

**8.1 WMG**

Meeting held Friday, Sept 17/'10.

- a. Computer Science Coordinator has been amalgamated with Environmental Coordinator in K.L. No additional time was allotted to Faculty SWF. Union requested all additional (work) time must be reflected on Faculty SWFs.
- b. Faculty working from where? One Faculty member usually SWFed from K.L is working from Toronto. That is fine with the College. Another Faculty member from K.L. wanting to work from Haileybury was rejected. The College is using a double standard which is contradictory to the concept of unionism and equality. The Union is waiting for a response.

**8.2 CESC**

None.

**8.3 UCC**

Co-Chair tabled "Report to the LEC September 24, 2010)" (Secretarial File).

**8.4 H&S**

- a. Kirkland Lake. Monthly Inspections and regular meetings occurring. The Local President has been notified to appoint another "Alternate Health and Safety rep." The current "Alternate" does not teach on Campus.
- b. Haileybury Campus. None.
- c. Porcupine Campus. Monthly Inspections and regular meetings occurring.

**8.5 RETURN TO WORK COMMITTEE**

DIVEX asked the Local to send all information pertaining to RTW.

**9.0 Unfinished Business:**

None

**10.0 New Business:**

10.1 Volunteer Work – Liability

The Union does not recognize “Volunteer Work”. The College is liable if any Faculty member Partial Load, Sessional and Full Time if in the nature of their work any Member becomes legally entangled. The employer cannot wash its hands of legal responsibility when giving employees tasks to do either on or off Campus.

10.2 Video Surveillance. The College has the right to video its premises. However the College needs to inform people of what it is doing.

**11. Adjournment:** The meeting adjourned at 6:05 pm.

**MOVED:** D. Silver

