

**LOCAL 653 MEETING – LEC MINUTES**

**DATE: FRIDAY, FEBRUARY 18, 2011**

**VIDEO CONFERENCE: RESPECTIVE CAMPUS BOARD ROOMS**

**ATTENDANCE:**

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

**REGRETS:** D. Dutrisac, D. Quinn, S. Tremblay

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**1.0 Call to Order**

The Secretary called the meeting to order at 3:45 p.m.

**2.0 Adoption of the Agenda**

**ADD:** 10.1 Stress Committee  
10.2 Probationary Employee – Overtime  
10.3 Attendance and Disability Policy

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

**MOVED:** D. Nadeau

**SECONDED:** D. Silver

**CARRIED**

**3.0 Minutes of the Previous Meeting** (Jan. 21/11)

**MOTION: THAT MINUTES OF JANUARY 21/11 BE ADOPTED AS PRESENTED.**

**MOVED:** N. McNair

**SECONDED:** W. Schaffer

**CARRIED**

**4.0 Business Arising from the Minutes**

4.1 Union is requesting four Faculty full time positions: 1 Law Clerk, 1 Vet. Tech, 1 Fire, and 1 Welding .This Item is going to Arbitration. College is offering two full time positions.

4.2 Coordinator Duties. The College will hire three Administrators beginning April 1/11. The College will eliminate from 5 to 7 Coordinator positions. The College is not interested in defining, in writing, Coordinator duties.

## **5.0 Treasurer's Report**

The Treasurer stated there is no change from Financial Statements dated January 21/11.

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

**MOVED:** D. Nadeau

**SECONDED:** N. McNair

**CARRIED**

## **6.0 Correspondence**

None

## **7.0 Reports of Officers:**

### **7.1 President:**

- a. OPSEU Convention in Toronto in April/11. Regional Convention in North Bay in April/11
- b. Canadore College and Cambrian College undergoing Staff layoffs. Canadore College has laid off 15 staff members.
- c. Two full time Faculty members will retire from Northern College. Another member has stated s/he will resign.
- d. Attendance/Disability Policy. One Faculty member had her pay suspended by Payroll (Support Staff) which caused the member financial hardship. Much debate and discussion at the UCC meeting (Friday, February 18/11) revolving around this Issue. The final agreement is for a LEC member to sit with Management to resolve Policy discrepancies.  
In the meanwhile, the Union will file a grievance regarding College mistreatment of Union member.

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

None

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

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

2<sup>nd</sup> Vice President: None

#### **7.4 Chief Steward:**

None.

#### **8.0 Reports of Committees:**

##### **8.1 WMG**

Meetings held Friday, Feb. 04/11/18, 2011

- a. SWFs & Timetable Discrepancies. A Probationary Faculty member was found to be working overtime. His SWF indicated 43.34 total workload hours. His Timetable indicated 47.34 workload hours. One course on Timetable was not on SWF. Another course on SWF was improperly reported in terms of hours on Timetable. Other Article 11 violations were discussed. Union is filing a Grievance regarding abuse of Probationary Faculty – Article 11.01 J4.
- b. The College has provided everyone with Academic start dates for Sept. 2011 and Winter 2012. Monday, January 09/12 is the start date for Winter Semester.
- c. Complaint. One Faculty member from Porcupine filed a WMG complaint. He had a preliminary discussion with Supervisor and was assigned .03 evaluation factor at E100 for a specific Project course. His eventual SWF stated .0263 evaluation factor and E75 for the same Project course. No discussion had taken place to reflect change. Much discussion ensued. The College finally agreed with the Faculty member and WMG union members and he was given back the original factors, .03 and E100 for the course in question.
- d. Critical Path 2011/2012 was introduced. Corrections had to be made to reflect Article 11.02 A 4.
- e. Aboriginal Issue. The Committee asked the College to put some Complementary Time on Faculty SWFs to recognize the importance of the College's shift towards Aboriginal education. The College is not interested.

##### **8.2 CESC**

Meeting held on Feb. 17/11.

- a. The College President was in attendance. He presented the “Business Plan 2011-2012”. The Plan contained various initiatives.
- b. The College will not layoff any full time Faculty in the upcoming Academic year. The same cannot be said looking into the future. The College expects deficits into the future.
- c. Blackboard platform is being compared to other teaching technological platforms. A change is a possibility if another more efficient, reliable course delivery format is available.

- d. \KPIs. The College is not happy with some of the statistics. They are looking at ways to improve.
- e. Natural Resources Program is being put into abeyance. The next first year intake is scheduled for Sept. 2012.
- f. Community Economic and Development Program. Numbers are low. continuity.
- g. Kirkland Lake Campus, besides its traditional core Programs, is being developed and promoted as an “Aging and Health Care” Campus. More Health Care courses will be offered in the future.

### **8.3 UCC – Meeting held Friday, February 18/’11**

- a. Many College Policies were discussed. Both Union and Management agreed to discuss and correct discrepancies in the Attendance and Disability Policy and follow the Arbitrator’s decision.
- b. Surveys. The Faculty members are maxed out regarding filling out College surveys. One College survey was so long, the majority of the respondents did not complete it. This makes the validity of the survey dubious without sufficient survey participants.
- c. Network Interruptions. The College investigated this situation. The Union is happy that a positive outcome occurred.
- d. Enrichment ½ Day. Friday, March 25/’11 dealing with Aborigines.
- e. Security Policy. Lockdown Policy. The Union is not familiar with this Policy
- f. Coordinator Duties. The number of Coordinators will be substantially reduced as three new Administrators will be hired April 01/’11.
- g. Wellness Committee. This Committee will supersede all other health related College Committees.

### **8.4 H&S**

- a. Kirkland Lake. Monthly Inspections and regular meetings occurring.
- b. Haileybury Campus. Monthly Inspections and regular meetings occurring.
- c. Porcupine Campus. None.

## **8.5 RETURN TO WORK COMMITTEE**

No-one.

## **9.0 Unfinished Business:**

**9.1.** President's Position on UCC Purchase Time.

**MOTION: THAT LOCAL 653 PURCHASE ONE TCH FROM  
THE COLLEGE SO THAT LOCAL PRESIDENT  
SITS ON UCC.**

**MOVED:** S. Boaro

**SECONDED:** D. Nadeau

**CARRIED**

## **10.0 New Business:**

10.1 Stress Committee. Dissolved without participants' knowledge.  
Wellness Committee takes over said Committee's  
functions.

10.2 Probationary Employee – Overtime. See **WMG Report (a)**.

10.3 Attendance and Disability Policy. See **President's Report (d)**.

**11. Adjournment:** The meeting adjourned at 5:15 pm.

**MOVED:** S. Boaro