

LOCAL 653 MEETING – LEC MINUTES

DATE: FRIDAY, OCTOBER 21, 2011

PORCUPINE CAMPUS BOARD ROOM

ATTENDANCE:

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

REGRETS: D. Silver, K. Whelan

1.0 Call to Order

The President called the meeting to order at 3:40 p..m.

2.0 Adoption of the Agenda

ADD: 10.3 SWF Multiple Managers
10.4 Coordinators

MOTION: THAT THE AGENDA BE ADOPTED AS AMENDED

MOVED: W. Schaffer

SECONDED: D. Dutrisac

CARRIED

3.0 Minutes of the Previous Meeting (Sept 23/'11)

MOTION: THAT MINUTES OF SEPT. 23/'11 BE ADOPTED AS PRESENTED.

MOVED: D. Dutrisac

SECONDED: S. Tremblay

CARRIED

4.0 Business Arising from the Minutes

4.1 Kirkland Lake Campus will hire one Full Time Nursing Professor to begin September 2012

4.2 Faculty Member involved in discrepancy between Sick Leave and Vacation decided not to grieve.

5.0 Treasurer's Report

The Treasurer tabled Financial Statements dated October 21/11.

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

MOVED: D. Nadeau

SECONDED: D. Dutrisac

CARRIED

- (2) **MOTION: THAT THE TABLED TREASURER'S FINANCIAL STATEMENTS BE ACCEPTED AS PRESENTED .**

MOVED: N. McNair

SECONDED: S. Tremblay

CARRIED

6.0 Correspondence

The Local President spoke about the In-Service Teacher Training offered by St. Clair College. At Northern 60 Faculty are eligible to reach Step 21.

Twenty One Faculty are not eligible. The President wants to see all Faculty reach their entitlement with Teacher Training.

7.0 Reports of Officers:

7.1 President:

- a. Article 27. The President would like to have the Staffing profile for the College for the next meeting in Kirkland Lake. This will give the Local the necessary information to file staffing grievances
- b. The Local is asking for a Full Time replacement for Police Foundations in Porc.
- c. The pre-bargaining "Academic Negotiations 2012" report was tabled. (Secretarial File)
- d. The College's Coordinator reorganization is not working for Faculty. One Coordinator complaint was eventually resolved before reaching WMG.

7.2 Board of Governors' Report

None

7.3 Vice-Presidents:

1st Vice President: None

2nd Vice President: Will work on Staffing information.

7.4 Chief Steward:

- a) Demand setting needs to take place in January.
- b) When setting Demands, it helps if the specific C.A. Articles are quoted
- c) At some Colleges Coordinators receive ten hours on SWF plus two additional Steps
- d) The Workload Grievances emanating from the 2006 are beginning to be resolved. Some Colleges are throwing the situation back to their respective Locals to resolve. Local 653's response is simply: Pay each Faculty Member what is owing.
- e) C. A. booklets are suppose to be distributed in near future.
- f) At pre-bargaining conference, it was agreed stronger language is needed for Article 11

8.0 Reports of Committees:

8.1 WMG

Meeting held Friday, October 14/'11

- a) College put on notice to cease and desist violating Articles 11.02A (a) and 11.02A 6(a). Both deal with Faculty reporting only to " the immediate supervisor"
- b) College to advertise College wide replacement for LT Coordinator for K.L Campus after position vacated by full time Faculty member.

8.2 CESC

Meeting held October 19, 2011

- a) No Programs will be put into abeyance in near future
- b) College spoke about Strategic Plan
- c) Aboriginal content needs to be embedded in every College course
- d) Chinese students to come to Northern to complete their Program

8.3 UCC

Next meeting October 28/'11

8.4 HEALTH & SAFETY

- a. Kirkland Lake. Monthly Inspections and regular meetings occurring.
- b. Haileybury Campus. Tabled Report (Secretarial File)
- c. Porcupine Campus. Regular Inspections and regular meetings. MOL Orders issued.

8.5 RETURN TO WORK COMMITTEE

None

9.0 UNFINISHED BUSINESS:

9.1 Coordinators' Workload

10.0 NEW BUSINESS:

10.1 Bargaining Unit Member to Management

This situation was a sudden surprise to Members.

The Local will be asking the College for a Full Time Business Faculty replacement. The College must reveal to the Union the specifics to this case

10.2 Pre-Bargaining Report: Demands include salary between high school teachers and university Professors; close the gap between Step 19 to 21; improve copyright language; improvements to job security particularly for Partial Load Faculty; increase salaries for College teachers teaching degree Programs; Blackboard clarification regarding work ownership.

10.3 SWF – Multiple Managers. The College is violating Articles 11.02A (a) and 11.02A 6(a). Both deal with Faculty reporting only to “ the immediate supervisor”

10.4 Coordinators. All Coordinators supposedly work at Step 1. There are no Step 2 Coordinators, yet some Faculty are doing the work of Step 2 Coordinators. The College refuses to pay for Step 2. Some Coordinator Work on some Campuses has been renamed such as Assistant, Lead Person, etc. This issue will be further discussed at UCC.

11. ADJOURNMENT: The meeting adjourned at 5:45 p.m.

MOVED: M. Veilleux