

**LOCAL 653 MEETING – LEC MINUTES**

**DATE: FRIDAY, NOVEMBER 23, 2012**

**LOCATION: VIDEO CONFERENCE FROM RESPECTIVE CAMPUSES**

**ATTENDANCE:**

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

**REGRETS:** M. Veilleux

---

**1.0 Call to Order**

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

**2.0 Adoption of the Agenda**

**ADD:** 10.1 DIVEX Meeting – October 27/'12  
10.2 SWFs and Non-Teaching

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

**MOVED:** D. Silver

**SECONDED:** N. McNair

**CARRIED**

**3.0 Minutes of the Previous Meeting** (Oct. 19/'12)

**MOTION: THAT MINUTES OF OCTOBER 19/'12 BE ADOPTED AS PRESENTED.**

**MOVED:** D. Silver

**SECONDED:** K. Whelan

**CARRIED**

**4.0 Business Arising from the Minutes**

4.1 Revision of "Union Response" document (Secretarial File). Copy provided to College.

4.2 LEID – Arbitration hearing held at Cedar Meadows. Union President and Secretary attended. College put in a preliminary objection stating the case did not meet Article 32.09 "...is patently in violation of this Agreement..." Union's response stated, yes, in fact, the case does meet Article 32.09 if only the Board is given the opportunity to hear the Union's version of events. Final decision is pending.

## **5.0 Treasurer's Report**

The Treasurer tabled Financial Statements dated November 23, 2012.

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

**MOVED:** K. Whelan

**SECONDED:** D. Dutrisac

**CARRIED**

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

**MOVED:** D. Silver

**SECONDED:** K. Whelan

**CARRIED**

## **6.0 Correspondence**

None.

## **7.0 Reports of Officers:**

### **7.1 President:**

- (a) At DIVEX meeting, OPSEU provided submission to MTCU. The submission speaks about Faculty Academic Freedom. Now there is no freedom as Colleges can access Blackboard at will and use any content posted at its own discretion.
- (b) At Northern, Faculty complaints against unruly students are falling on deaf ears. However, student complaints against Faculty are dealt fast and decisively against Faculty.
- (c) Thirty percent of students at the College have learning challenges making Faculty teaching tremendously taskful.
- (d) At the next AGM discussion will take place about Faculty delivering courses on line through Contact North. Faculty must interact with non College employees making the interaction stressful at times.
- (e) Staffing Profile. Once the Union and College can agree to the staffing statistics presented, the Union will make a case beginning with three areas – Law Clerk, Business, and Fire – to turn non full time teachers into full time Faculty.

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

None

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

1<sup>st</sup> Vice President: Attended OPSEU Educational in Timmins. Discussed various issues such as employees using employer resources for their own use. Employees have been fired for such action. The

Brown and Beatty book, or some form of access, is good to provide Union members legal information. The OPSEU web site has a link to settled Grievances.

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

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

A Support Staff member gave a Faculty member unappreciated directives. The issue has been settled.

Some Faculty members have been told to work on the “China Project” with no time allocation on their SWFs. Issue brought to Management and the College subsequently supplied SWF time.

Management has been Blackboard snooping entering Faculty member accounts. The Union wants College Blackboard entry as a student and not as a teacher to limit what can occur entering as the latter.

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

#### **8.1 WMG**

Meeting held October 26 /'12; November 09/'12; November 23/'12.

There were no substantive Workload issues on the Agendas.

#### **8.2 CESC**

The Union wants to utilize this Committee. Many discussion Items listed on the UCC Agenda are CESC items, such as Staffing Statistics, MOA between other Colleges, articulation agreement between Cambrian and Northern business Programs.

The Union CESC Co-Chair will ask for a meeting with Management.

#### **8.3 UCC**

Meeting held October 19/'12 and October 23/'12

- (a) Staffing Statistics. The College indicated it has provided the Union with all the information the Union requested. This Issue will be move to its more appropriate committee the CESC.
- (b) Coordinator Article. The Union wanted clarification about how the College interprets the new version of this Article. The College's response was unsatisfactory.
- (c) Faculty Hire for January. The Union's version of this affair is not the same as the College. The Union had intended two new hires to replace one resignation and one retirement. The College will hire one full time Faculty.

- (d) Strategic Mandate Agreement (MTCU). Management presented the College's "plan" for the future to a Minister who has resigned his position and to a government not in session and probably in opposition in the new year.
- (e) Management presented another collaboration "plan" between Northern and four other Colleges. The Union has some concerns. This Issue will be moved to CESC.
- (f) Aboriginal Policies. The College presented a host of new College directives dealing with Aboriginals. The Union fully supports Aboriginal culture but has serious caveats regarding the Policies' impact on other Northern College stakeholders. The Union put the College on notice that discussion of Northern College Policies in no way assumes the Union agrees to these Policies and that individual Union Members and the Union as a collective can utilize Article 32 – Grievance Procedures to grieve any or all College Policies. The College agreed.

#### **8.4 HEALTH & SAFETY**

- a. Kirkland Lake Campus. Monthly Inspections and regular meetings occurring. .
- b. Haileybury Campus. Concern was raised regarding health and safety of Aboriginal teepee to be built on Campus.
- c. Porcupine Campus. Monthly Inspections and regular meetings are occurring.

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

None

#### **9.0 UNFINISHED BUSINESS**

None

#### **10.0 NEW BUSINESS:**

10.1 DIVEX Meeting. The President and Chief Steward attended this meeting. The following are the highlights:

- ✓ No College is utilizing the "Modified Workload" article in the C. A.
- ✓ OPSEU intends to send to each Member an e-letter
- ✓ Any new Health and Safety Member requiring training need not receive training at the Union training center but can be sent to a Management training center.
- ✓ OPSEU hopes to do more CAAT sector Educationals
- ✓ OPSEU has serious concerns about "Ontario Learn" and its implications for all College Faculty.
- ✓ OPSEU has improved its Grievance Arbitration Awards site for easier access.
- ✓ The OPSEU Bargaining Team rationalized its decision about settlement.
- ✓ In the next round of bargaining, OPSEU plans on using more social media.
- ✓ Provincial concerns are: On-line teaching and Academic Freedom.

- ✓ OPSEU recommends for the next round of bargaining to obtain a “strike vote” before negotiations even begin.
- ✓ Ontario government attempted to amalgamate CAAT Pension Plan with bigger Plans but did not succeed. The CAAT Plan is financially solvent.

#### 10.2 SWFs and Non-Teaching

The Union is concerned about the College issuing SWFs without any TCH. In the past, the College has done this without any ramifications. Past CA were ambiguous regarding this situation.

Article 11.08 in the latest C.A. states very clearly “No SWF will be issued...”

The Local President will investigate this situation with other Colleges.

**11. ADJOURNMENT:** The meeting adjourned at 5:30 pm.

**MOVED:** N. McNair