

LOCAL 653 MEETING – LEC MINUTES

DATE: FRIDAY, SEPTEMBER 28, 2012

LOCATION: HAILEYBURY CAMPUS

ATTENDANCE:

S. Boaro, D. Dutrisac, N. McNair, L. Shaba, D. Silver, W. Schaffer, S. Tremblay,

REGRETS: M. Studd K. Whelan, 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 LBS
10.2 Expense Claims - College

MOTION: THAT THE AGENDA BE ADOPTED AS AMENDED

MOVED: D. Silver

SECONDED: W. Schaffer

CARRIED

3.0 Minutes of the Previous Meeting (June 08/'12)

MOTION: THAT MINUTES OF JUNE 08/'12 BE ADOPTED AS PRESENTED.

MOVED: S. Tremblay

SECONDED: W. Schaffer

CARRIED

4.0 Business Arising from the Minutes

4.1 Coordinator Grievance. Grievance re-scheduled.

4.2 Sick Leave Buyout. This issue paramount in public print has no impact on College Faculty since what the provincial government proposed for primary and secondary teachers has been instituted in the College system for some time.

5.0 Treasurer's Report

The President tabled Financial Statements dated September 28, 2012.

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

MOVED: W. Schaffer

SECONDED: D. Dutrisac

CARRIED

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

MOVED: N. McNair

SECONDED: W. Schaffer

CARRIED

The President provided some highlights from the first few pages of the Financial Statements.

6.0 Correspondence

None.

7.0 Reports of Officers:

7.1 President:

The ratification vote went smoothly. The President thanked those scrutinizers from all the Campuses who provided their time. A new Collective Agreement will be forthcoming.

The only improvements were to Partial Loads who now will be considered Internal Applicants for any College posted position.

One Faculty member is on Parental Leave.

At the Porcupine Campus, a nursing Professor teaches and also works at the Clinic.

The Union discussed the ramifications of the Professor receiving two pay checks from the same employer. After much discussion, it was decided the Union has no issue with this particular employer-employee relationship.

7.2 Board of Governors' Report

None

7.3 Vice-Presidents:

1st Vice President: None

2nd Vice President: None

7.4 Chief Steward:

The Union's request for resolution of the Police Foundation situation has been moved to April/'13. The Union is confident it has the evidence to support another full time Police Foundation position.

8.0 Reports of Committees:

8.1 WMG

Meeting held Friday, September 28/'12.

The WMG Committee heard a case brought forward by a Faculty member who had not received six weeks notice as stipulated in Article 11.02 A 1 (a). The College was two weeks late. The College apologized and provided the offended Professor with a lump sum payment calculated as such: Prep. Time / Total Workload x 2 weeks x base salary.

The same situation occurred four years earlier and the same Professor was properly compensated for the College infraction.

8.2 CESC

The Union's Treasurer is also the Co-Chair of the CESC after the retirement of the previous Co-Chair.

8.3 UCC

Meeting held Friday, September 28/'12

A number of contentious issues arose.

Union Release Time. The College wants to reduce time Faculty are provided to attend crucial Committee meetings such as CESC, WMG, UCC. The Union's response is very clear. The status quo is fine. In fact, the Union reminded the College that because of Northern College's unique geographic challenges, the Union can conceivably create three separate UCC committees staffed with additional Faculty necessitating more release time, and moreover, the Union expects each new created UCC to be staffed with Managers who will be expected to sit on these Committees for face to face meetings.

The Union will await Management's response.

Faculty Performance Evaluation. The Union understands the College is within its rights to evaluate its Faculty. The Union is vehemently opposed to the process which Management has introduced. The Union engaged in discussion regarding the College's flawed Faculty Evaluation Tool.

The Union will survey its Members for input. The Union will then synthesize this information and present it to Management. The Union is prepared to meet with Management for hours to flush out the flaws from the tabled Faculty Evaluation tool.

College clocks. There is not one College clock that signals correct time. The College proposes a clock less College – time will tell.

8.4 HEALTH & SAFETY

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

The all Campus Health and Safety meeting is scheduled for October/'12 at the Kirkland Lake Campus.

8.5 RETURN TO WORK COMMITTEE

None

9.0 UNFINISHED BUSINESS

None

10.0 NEW BUSINESS:

- 10.1 LBS. A Faculty member is reportedly reporting to three different College managers. The Union President will look into this situation.
- 10.2 Expense Claims – College. The College's HR dept. has seen a turnover of many experienced Support Staff who are now replaced with inexperienced staff who may be overwhelmed in their new roles causing many financial frustrations for Faculty.

11. **ADJOURNMENT:** The meeting adjourned at 5:35 pm.
MOVED: N. McNair