

**LOCAL 653 MEETING – LEC MINUTES**

**DATE: FRIDAY, FEBRUARY 24, 2012**

**VIDEO CONFERENCE: RESPECTIVE BOARD ROOMS**

**ATTENDANCE:**

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

**REGRETS:** M. Studd, K. Whelan, M. Veilleux

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**1.0 Call to Order**

The President called the meeting to order at 3:35 p..m.

**2.0 Adoption of the Agenda**

**ADD:** 10.1 2006 Strike Overtime Award  
10.2 Demand Setting  
10.3 OPSEU Training

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

**MOVED:** D. Nadeau

**SECONDED:** D. Silver

**CARRIED**

**3.0 Minutes of the Previous Meeting** (Jan. 27/'12)

**MOTION: THAT MINUTES OF JAN. 27/'12 BE ADOPTED AS PRESENTED.**

**MOVED:** D. Silver

**SECONDED:** D. Dutrisac

**CARRIED**

**4.0 Business Arising from the Minutes**

- 4.1 Coordinator Grievance. Grievance was scheduled for Jan. 24/'12. College stated a list of duties would be provided. At last minute the College reneged. Now the case goes back to the Arbitrator for adjudication.
- 4.2 Staffing. This case is going to Arbitration
- 4.3 30 Hour Grievance. This Grievance has been withdrawn on lawyer's advice.
- 4.4 Demand Setting. A member of the Bargaining Team – Rob Bain – came to the College and provided leadership for Northern College's Demand Setting session.

## **5.0 Treasurer's Report**

None.

## **6.0 Correspondence**

Local President reported that OPSEU will be distributing a newsletter about Benefits.

## **7.0 Reports of Officers:**

### **7.1 President:**

- a. Sick Leave Buyout. Benefit is still on-going.
- b. Coordinator Duties. Local 653 is very determined to obtain a list of duties.
- c. OPSEU Demand Setting. Local President and Chief Steward will be going.
- d. Aggressive Students. The College is experiencing aggressive student behavior towards Professors. The Union will be watching to ensure Professors' rights are protected in such instances. The Union wants the College to vigorously follow its own College Policy – Student Code of Conduct.
- e. SWF Period. On page 84 of the Collective Agreement it states: Complementary Functions for Academic Year or SWF Period.  
Local 653 wants the College to follow the “SWF Period” when dealing with Complementary Functions on Faculty SWFs.

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

The Faculty member's term on the Board will end this year.

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

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

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

### **7.4 Chief Steward:**

- a) The Local's Demand Setting results will be emailed to Stewards.
- b) Still no representative on Women's Health and Safety Committee in Porcupine.

## **8.0 Reports of Committees:**

### **8.1 WMG**

Two meetings held: Feb. 10 and Feb 24/'12

Feb.10/12. College did not supply Local with a Member's Timetable as requested. College supplied Local with a Program Synopsis with some Faculty teaching times on it. The Program Synopsis is not acceptable. Article 11.02 A 5 which refers to Timetables for Faculty is very clear. Each Faculty member with a SWF must have a Timetable that properly reflects TCH on the SWF.

- Feb 24/'12.
- a. College supplied Union with Member's Timetables.
  - b. Critical Path 2011-12. Member had a meeting with supervisor to discuss workload both reading from same SWF #3.00. Later, supervisor changes terms of agreement by increasing time based on a SWF yet to be delivered. The Union is not accepting this agreement. Each Faculty member's workload is established and agreed with a SWF in hand not based on potential SWF not yet seen.

## **8.2 CESC**

No meeting. Local President indicated the College is considering compressing the Computer Science Program. There is no employment stability issue.

## **8.3 UCC**

Meeting held Feb. 24 /'12.

- a. Attendance and Disability Policy. Union insists that Article 21.07(a) be Embedded into Section 3.1 so that there is no misunderstanding of the five days Faculty receive as a benefit in the Collective Agreement.
- b. Coordinator Model Guidelines. Most if not all College Coordinators find the College Model presented as unacceptable as is. Coordinators want to see major revisions particularly with Coordinators who must coordinate multiple sites and must coordinate off campus. Increased remuneration is also necessary. No provision is made for Coordinators in continuous intake Programs.
- c. Distance Education Policy. Faculty teaching off site are not happy with College potential Policy of having to phone all sites when sick. The Union's position is when a Faculty member is sick, s/he phones the immediate supervisor (SWF signer)/secretary. That's all.
- d. Faculty Evaluation. The College will be inviting a speaker to speak on the issue. College wants to have "Focus Groups" for Faculty input. Union's position is if the time is not on Faculty SWFs, Faculty are not obligated to go. Union is not opposed to "Donuts and Dialogue" at College expense.
- e. Organizational Chart. The College said sometime this year they may release one. Union told Chart not a College priority.

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

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

College wide, the Fragrance Policy is being reviewed.

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

Two Members have returned to work.

Local President made a suggestion to have Union welcome back Members who have been on prolonged work absence because of illness. It was agreed at the next LEC meeting in March\’12 a money Motion will be introduced to provide a welcome back token to Members.

#### **9.0 UNFINISHED BUSINESS**

None

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

10.1 2006 Strike Overtime Award. Negotiations have finally reached a conclusion. The specifics will be released in time.

10.2 Demand Setting. The OPSEU Demand Setting meeting will be held in T.O. on March 31/’12. Both Local President and Chief Steward will attend.

10.3 OPSEU Training. Some OPSEU Training courses will be held in Timmins.

11. **ADJOURNMENT:** The meeting adjourned at 5:10 p.m.

**MOVED:** S. Boaro