

LOCAL 653 MEETING – LEC MINUTES

DATE: FRIDAY, FEBRUARY 22, 2013

LOCATION: VIDEO CONFERENCE FROM RESPECTIVE CAMPUSES

ATTENDANCE:

S. Boaro, N. McNair, L. Shaba, W. Schaffer, S. Tremblay, M. Studd, K. Whelan, Abdul Hameed (Member Observer)

REGRETS: M. Veilleux, D. Dutrisac, D. Silver

1.0 Call to Order

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

2.0 Adoption of the Agenda

ADD: 10.1 Alternate to OPSEU 2013 Convention
10.2 Faculty Evaluation

MOTION: THAT THE AGENDA BE ADOPTED AS AMENDED

MOVED: M. Studd

SECONDED: W. Schaffer

CARRIED

3.0 Minutes of the Previous Meeting (Jan. 25/'13)

MOTION: THAT MINUTES OF JANUARY 25/'13 BE ADOPTED AS PRESENTED.

MOVED: W. Schaffer

SECONDED: S. Tremblay

CARRIED

4.0 Business Arising from the Minutes

4.1 LEID – decision still pending.

4.2 Staffing Data. The Local has filed a Grievance for a full time position in Haileybury. The College cannot count the exact number of full time Faculty. The Union has provided the exact number which the College disputes.

4.3 Coordinator Position. The Local has settled with the College and has gained an important concession for all Coordinators. Now Coordinators in their workload discussion(s) can write down exactly what their coordinator duties are as stated by their supervisor. This will be done at the beginning of each SWF. Coordinators are being advised to

- email their supervisor about their mutual agreed Coordinator duties to verify that what was noted is indeed correct.
- 4.4 Partial Load Vacation Pay. Item still in dispute.
- 4.5 RTW 2006. OPSEU has sent letters out advising Members with workload complaints on how to proceed.

5.0 Treasurer's Report

The Treasurer tabled Financial Statements dated February 22, 2013.

The Treasurer noted that the Northern Lights Grant normally received by now has not yet arrived.

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

MOVED: W. Schaffer

SECONDED: K. Whelan

CARRIED

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

MOVED: N. McNair

SECONDED: S. Tremblay

CARRIED

6.0 Correspondence

All Members who put in a RTW 2006 workload complaint received an OPSEU letter explaining how the process will unfold for the future.

7.0 Reports of Officers:

7.1 President:

- (a) Grievances. Filed a Grievance for the LEID position. This is at Step Two.
- (b) Arbitration Hearing. This case deals with a Member asked to do unSWFed work for "just a few hours" according to Management when in fact the over worked Member was bamboozled into doing a huge amount of work which he later complained about.
The College's abuse of authority is the Union Policy issue sent to the Arbitrator.
- (c) Seniority List. The C. A. is very clear: The College must provide a Seniority List to the Union at the beginning of each year in January – not February. That is too complicated for Management as List lateness and unexplained innumerable errors were only a few issues Union President had to iron out.

7.2 Board of Governors' Report

None

7.3 Vice-Presidents:

1st Vice President: None

2nd Vice President: None

7.4 Chief Steward:

1. Received a memo regarding P. D. spending. P. D. funds frozen.
2. Academic Year 2013-2014. Item to be discussed at WMG.

8.0 Reports of Committees:

8.1 WMG

Meeting held February 01/'13

1. Management is giving out multiple SWFs in each Semester. One Probationary Member received seven (7) SWFs beginning Jan until April. One SWF was for two (2) days. The Union put Management on notice that this is a blatant and patent violation of Article 11.02 A 4 "...three working days" and another blatant violation of Article 11.01 J4 – abuse of Probationary Faculty. The Union asked, once again, for a cease and desist for such obvious misdemeanors of Article 11.
2. A meeting was suppose to have occurred on Friday, February 22 but Management forgot about it.

8.2 CESC

The Union has been assured a CESC meeting will take place March 22/'13.

8.3 UCC

Meeting held on February 22/'13

- a. A Faculty Member turning soon to reach 65 and Management deducting LTD pay when in fact the College cannot do so.
- b. Faculty Evaluation. College put out yet another Evaluation Form which is as understandable as their initial submission to the Union. The Union's position is very clear and straightforward. The Union opposes any student evaluation of Faculty and will state its objection clearly to the College and have its objection recorded.
- c. Copyright. The College stated training for this Item will take place during the weekly "Activity Period" when, according to the College, the Faculty are "free". The Union took issue with this stating Faculty have no "free" time during the week and that College Copying training should be done during the non-teaching time – the right Copy training time.
- d. Inclement Weather. Major revisions need to be done in the College's Policy dealing with weather. The Union would like to have the College change its wording from contact supervisor to contact supervisor or designate.

- e. Classroom Temperature. Some College classrooms and offices are either too hot or too cold to work in. In some Campuses this Issue has been ongoing for years with only words as a solution.
- f. Toilets in Porcupine. Only one word describes this Item – disgusting.
- g. Travel Expenses. There seems to be some discrepancy between what Faculty believe they will receive on travel claims (mileage) and what the College's Policy dictates can be provided based on Provincial directives.

8.4 HEALTH & SAFETY

- a. Kirkland Lake Campus. Written report submitted. (Secretarial File).
- b. Haileybury Campus. None
- c. Porcupine Campus. None.

8.5 RETURN TO WORK COMMITTEE

More documentation required to provide accommodation for Member.

9.0 UNFINISHED BUSINESS

None

10.0 NEW BUSINESS:

10.1 Alternate to OPSEU 2013 Convention

**MOTION: THAT THE AGM JUNE 08 2012 MEETING BE AMENDED
UNDER "NEW BUSINESS" TO INCLUDE ONE ITEM:
ELECTION OF 2013 ALTERNATE FOR CONVENTION.
ELECTED - SUZANNE TREMBLAY.**

MOVED: K. Whelan

SECONDED: M. Studd

CARRIED

10.2 Faculty Evaluation. It appears Faculty Evaluations are already underway.
The Union will follow-up.

11. ADJOURNMENT: The meeting adjourned at 5:15 pm.
MOVED: W. Schaffer