

LOCAL 653 MEETING – LEC MINUTES

DATE: FRIDAY, JANUARY 25, 2013

LOCATION: VIDEO CONFERENCE FROM RESPECTIVE CAMPUSES

ATTENDANCE:

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

REGRETS: M. Veilleux, K. Whelan

1.0 Call to Order

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

2.0 Adoption of the Agenda

- ADD:** 10.1 LEC Meeting Time Change
- 10.2 Teaching Time Loss due to Illness
- 10.3 Multiple SWFs in one Semester
- 10.4 RTW 2006 Strike
- 10.5 Staffing Statistics

MOTION: THAT THE AGENDA BE ADOPTED AS AMENDED

MOVED: W. Schaffer

SECONDED: D. Silver

CARRIED

3.0 Minutes of the Previous Meeting (Nov. 23/'12)

MOTION: THAT MINUTES OF NOVEMBER 23/'12 BE ADOPTED AS PRESENTED.

MOVED: D. Silver

SECONDED: D. Dutrisac

CARRIED

4.0 Business Arising from the Minutes

- 4.1 LEID – Arbitration decision still pending.
- 4.2 Article 27.12 Local is looking at Staffing data
- 4.3 Coordinator. Local settled with College. The College must now discuss and make known to Faculty the duties required to complete. Faculty are encouraged to record what the Manager says and keep a written record of discussed Coordinator duties. There is no retroactivity in this settlement. Discussion of duties should take place at the beginning of each SWF period.

4.4 A new full time hire to replace present Communications Professor.

5.0 Treasurer's Report

Purchase Time Expense = \$15,200 a bit higher than in previous years because of the purchase of additional time.

The Treasurer received correspondence from OPSEU Region 6 official about Northern Lights funding but more importantly the official made reference to Local 653 finances which may not have been warranted. Discussion ensued. The Local has decided to change the names of some financial entries to better reflect the nature of funds.

The Treasurer received another OPSEU memo from 1st Vice Treasurer about monies paid out as Honorariums. Notice was given that such monies must be reported on individual tax returns as income received. Also if Local 653 pays out Honorariums the checks must come from OPSEU head office.

The Treasurer tabled Financial Statements dated January 25, 2013.

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

MOVED: D. Silver

SECONDED: N. McNair

CARRIED

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

MOVED: D. Silver

SECONDED: D. Dutrisac

CARRIED

6.0 Correspondence

1. Regional Training for Article 11 to be held in Southern Ontario
2. 2013 OPSEU Convention

7.0 Reports of Officers:

7.1 President:

- (a) Partial Load. According to the College, Partial Load teachers should not receive Vacation pay because that pay is already built into their hourly rate. The Union disputes this.
- (b) RTW. A ruling has been handed down stating the RTW 2006 strike overtime work must be negotiated at the local level. Local 653 intends to discuss this issue at WMG. The Local will be asking Management to either provide all striking

Faculty with an across the board settlement or settle with each Faculty member that brings his/her overtime workload case to the WMG.

- (c) Law Clerk Haileybury. The Local is collecting information about all the part time/partial load teachers in this Program. There are sufficient hours to warrant a full time hire.
- (d) WMG. A workload case has gone to the WRA. The WRA has ruled on this case. The Local will pay the WRA \$300.00; the College will pay \$300.00.
- (e) Communications Professor. A new full time Communications Professor was hired at the K. L. Campus.
- (f) The Local President has asked the Local to have more check signing officers – one in K.L. and one in Porcupine.
- (g) The Local President wants to make changes to the UCC and WMG committees for future consideration.

7.2 Board of Governors' Report

The Local President will contact to ensure BofG provides Reports of what is going on at the Board level.

7.3 Vice-Presidents:

1st Vice President: None

2nd Vice President: Tabled Staffing Statistics. Discussed. See Secretarial File.

7.4 Chief Steward:

1. Arbitration – WRA – Workload case. According to Chief Steward, the Faculty member did not get much.
2. Some Porc. Faculty members have complained about a Support Staff member that the College was suppose to deal with but has not done so. The problem persists.
3. Copyright – There is the potential for a lot of work for Faculty.
4. Women's Health and Safety. Recommendation made that Faculty teaching at night be located in one easily accessible location at the Campus.
5. Two Grievances. One dealing with Police Foundation Coordinator and the other a Union Policy Grievance.
6. At some colleges, Management is now charging the Union for time to attend UCC and WMG meetings.

8.0 Reports of Committees:

8.1 WMG

Meeting held December 07/'12.

1. A workload case was heard. The Committee reached an impasse. Article 11 is very clear in this regard "...the matter is not resolved the teacher shall be so advised in writing". The complainant can then choose to go to the WRA. The College did not

appreciate this. The College wanted further meetings. The Union's position is to be guided solely by Article 11 and not Management whims.

2. SWFs and Non-Teaching – Article 11.08. Management is consistently SWFing during the non-teaching time. Article 11.08 is very clear in this regard. The College is patently in violation of Article 11.08. The Local's position is that no SWFs be issued in a non-teaching period. The Local issued a "cease and desist" order on all SWFs being issued during the non-teaching period.
3. RTW – 2006 Strike . This Item will be on the WMG Agenda for next meeting.

8.2 CESC

The Union has asked for a meeting but Management has not responded. The Local will ask again quoting appropriate C.A. Article.

8.3 UCC

Meetings held January 04 and January 25 2013.

UCC Co-Chair submitted a written Report to Members. (Secretarial File).

8.4 HEALTH & SAFETY

- a. Kirkland Lake Campus. Written report submitted. (Secretarial File).
- b. Haileybury Campus. Ministry of Labour Orders issued to College.
- c. Porcupine Campus. Monthly Inspections and regular meetings are occurring.

8.5 RETURN TO WORK COMMITTEE

Two Faculty members are expected to return to work soon.

9.0 UNFINISHED BUSINESS

None

10.0 NEW BUSINESS:

- 10.1 LEC Meeting Time Change. Discussion ensued. Possible solution to use Computer technology where location is not a problem. Issue on going.
- 10.2 Teaching Time Loss due to Illness. What happens to course content when a Faculty member is sick for, say, five days? Discussion ensued. Each Faculty member handles the situation in their own way.
- 10.3 Multiple SWFs in one Semester. It is now becoming apparent that some Managers are issuing up to six different SWFs per Semester. This issue will be brought to Management's attention at WMG. Faculty members do not have the time to complete their directed Complementary Functions before the next SWF is issued.
- 10.4 RTW 2006 Strike. Discussed in WMG Report above
- 10.5 Staffing Statistics. Discussed in Treasurer's Report above.

11. **ADJOURNMENT:** The meeting adjourned at 5:45 pm.

MOVED: D. Dutrisac