

## OPSEU Local 653 Meeting – LEC Minutes

Date: September 20<sup>th</sup> 2013

Location: Timmins Campus Room A106

### Attendance:

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

### Regrets:

M. Veilleux, L Irvine, N. Riopel

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### 1.0 Call to Order

Chief Steward called the meeting to order at 3:35PM

### 2.0 Adoption of the Agenda

Add: Add "11.0 Campus Reports" as a standing agenda item

**Motion:** That the agenda be adopted as amended

**Moved:** D. Dutrisac

**Seconded:** W.Schaffer

**Carried**

### 3.0 Minutes of the previous meeting (May 3<sup>rd</sup> 2013)

**Motion:** That the minutes of May 03/13 be adopted as presented

**Moved:** D. Silver

**Seconded:** S. Tremblay

**Carried**

### 4.0 Business arising from the minutes

4.1 Northern Lights grant follow up, no appeal written yet, but Treasurer will re-apply for funding

**\*\*Action: Treasurer to re-apply for Northern Lights funding**

4.2 The President and Steward A. Hameed attended the Conference on Academic freedom. The conference, outlined various definitions of academic freedom. College profs have no academic freedom, management can override grades, student appeals etc... no control over time allocation, evaluation methods. Copyright is also an issue to be considered.

### 5.0 Treasurer's Report

Treasurer submitted his financial statement dated Sept 20, 2013.

1) **Motion:** That the treasurer be given the authority to pay all outstanding cheques

**Moved:** N. McNair

**Seconded:** D. Silver

**Carried**

- 2) Motion:** That the treasurer's tabled financial statements be accepted as presented  
**Moved:** D. Dutrisac  
**Seconded:** K. Whelan  
**Carried**

## **6.0 Correspondence**

None

## **7.0 Reports of Officers**

### **7.1 – President:**

- a) 2 faculty members reassigned and several grievances and workload complaints as a fallout. The union does not consider that the process was handled properly; management worked in bad faith and showed favoritism in the reassignments.
- b) Issue with delay in a newly retired member's pension taking effect
- c) New grievance officer at OPSEU head office
- d) New round of bargaining coming

### **7.2 Board of Governor's Report:**

**No Report**

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

#### **1<sup>st</sup> Vice President:**

- a) HB campus seems to be in a bit of disarray
- b) With the increase in enrolment, union needs to press management on budget issues, including prep and meeting time for non-full time faculty

#### **2<sup>nd</sup> Vice President:**

- a) Have noticed a lack of manager presence at the KL campus.

### **7.4 Chief Steward:**

- a) Several grievances on their way to arbitration
- b) Faculty member upset over losing vacation time due to having surgery during the summer. In the past management compensated staff with make-up vacation days, but are no longer doing so

## **8.0 Reports of Committees**

### **8.1 WMG**

- Meetings and WRA hearing regarding reassignments from the spring. Management was very set on not giving any accommodation
- One meeting already this year:
  - Timetables – management claimed to be unaware of any issues
  - Trades and tech orientation checklist – extra workload that was sent to everyone. Management claims that this is a PQAPA document with little expectation of having all items completed
  - Staff receiving late SWF's or other violations of Article 11 must forward these problems to the WMG

### **8.2 CESC**

- Process from last spring resulted in the loss of two full-time positions where probationary staff were let go. Two other faculty members were reassigned which resulted in 2 personal grievances, a WRA hearing and one union grievance. Management used the opportunity to create a very uncomfortable situation for one faculty member.
- WRA decision was not respected by management

### **8.3 UCC**

- First meeting on Sept 27<sup>th</sup>

### **8.4 Health and Safety**

### **8.5 Return to Work**

- Two members currently off

## **9.0 Unfinished Business**

None

## 10.0 New Business

### 10.1 – Prof. Mary-Anne Church (Guest presenter)

- Ms. Church in completing an M.A. in Leadership; the formal course work is done and she is now doing a 9 month research project and looking for union feedback. She wishes to engage faculty in “action research”. Identified issue of relevance to faculty. She would like to get feedback from faculty via an initial survey, then a follow up with a series of “matrix interviews”. Subject matter related to faculty PD.
- LEC members expressed concerns about potential difficulty in engaging staff in surveys due to overabundance of management surveys in the recent past and the fact that faculty feels that their input is not valued or followed up on.
- Ms. Church wants to establish a baseline of faculty opinion on their opportunities for PD.

### 10.2 Timetables

- Poorly done and not considering student needs.
- New levels of management interference in scheduling changes that makes it more difficult make changes to timetables

### 10.3 Orientation

### 10.4 PQAPA

- a manager is telling faculty that they have to have lesson plans done

### 10.5 WMG observer

- L. Irvine is the WMG observer from KL, Mike Studd will review SWF’s for staff in KL. Some discussion of the union’s obligations to review faculty SWF’s....be aware of overtime limits etc...

### 10.6 UCC observer

- Mike Studd is the UCC observer

### 10.7 KL Health and Safety Rep

- Hameed has resigned and we need a replacement H&S rep in KL. Initial assignment made over the summer, but that member is now on sick leave. The union will assign an interim rep:

**Motion:** That David Rogalsky be appointed Health and Safety Rep for Kirkland Lake Campus

**Moved:** L. Shaba

**Seconded:** D. Silver

**Carried**

## **11. Campus reports**

### 11.1 Haileybury:

- Residence, last minute announcement to students that residence is not ready. Students now being told that will be ready by end of Oct, but the permits are not even in place, so the Oct deadline is unlikely to be met.

### 11.2 Kirkland Lake:

- no update

### 11.3 Timmins:

- Leadership lacking, management deferring decisions

## **12. Adjournment:**

- The meeting adjourned at 5:20PM

**Moved:** N.McNair