

LOCAL 653 MEETING – LEC MINUTES

DATE: FRIDAY, MARCH 22, 2013

LOCATION: VIDEO CONFERENCE FROM RESPECTIVE CAMPUSES

ATTENDANCE:

S. Boaro, D. Dutrisac, N. McNair, L. Shaba, D. Silver, S. Tremblay, K. Whelan, Abdul Hameed (Member Observer)

REGRETS: M. Veilleux, M. Studd, W. Schaffer

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 Elect Alternate to OPSEU Regional - Sudbury
10.2 Disability Center
10.3 Appointment of Coordinators

MOTION: THAT THE AGENDA BE ADOPTED AS AMENDED

MOVED: D. Silver

SECONDED: K. Whelan

CARRIED

3.0 Minutes of the Previous Meeting (Feb. 22/'13)

MOTION: THAT MINUTES OF FEBRUARY 22/'13 BE ADOPTED AS PRESENTED.

MOVED: S. Boaro

SECONDED: K. Whelan

CARRIED

4.0 Business Arising from the Minutes

- 4.1 LEID – Case closed. Difficult for Union to win Union Policy Grievance.
- 4.2 Partial Load Vacation Pay – Item was discussed at UCC. Item deferred as Union still not satisfied with College response.
- 4.3 RTW – 2006 Strike. Case closed. Local not happy with final outcome.
- 4.4 Inclement Weather Policy. The Union did have College change Policy to include "...office of the Supervisor..." rather than Faculty having to contact only Supervisor.

5.0 Treasurer's Report

None.

6.0 Correspondence

- a. The Local President received a letter from OPSEU Vice-President/Treasurer stating that the Local will not receive the Northern Lights Grant. The Letter stated the Local's finances were in good shape therefore not necessitating the Grant. The President will ask the Local's Treasurer to appeal the decision.
- b. The Local President received a letter from "Day of Mourning Committee" in Kirkland Lake asking for a financial donation to help defray the cost of putting on the ceremony and a newspaper ad. The Letter has been forwarded to the Treasurer.

7.0 Reports of Officers:

7.1 President:

- (a) Time allocated to do Union business must be respected. The College is paying for Local Stewards to sit on Local Committees and the College expects the appointees to fulfill their responsibilities. Discussion ensued. The President stressed the Committees' role is to represent Faculty and this responsibility is to be taken very seriously. All the Members unanimously agreed with the President's message.
- (b) Two retirees possible at the Porcupine Campus for June 2013.
- (c) Election Year. This year (May 2013), the LEC will be electing its new Union Officers. The President will be preparing documents to be sent out soon in preparation for this event. The AGM will be held in Haileybury in May.
- (d) The College states it will be 1 million dollars in deficit this year.
- (e) Step 2 Grievance. The College states it has 86 full time Faculty. This is wrong since the College counts LTD members when it should not. The Union is grieving a full time position for a Faculty member who has joined Management full time. The Union expects the case to go to Arbitration.

7.2 Board of Governors' Report

None

7.3 Vice-Presidents:

1st Vice President: None

2nd Vice President: None

7.4 Chief Steward:

1. Union Policy Grievance regarding one Faculty Member dropped.
2. Police Foundations Coordinator Grievance. The date has changed.

8.0 Reports of Committees:

8.1 WMG

Meeting held March 01/'13

1. Management is giving out multiple SWFs in each Semester. One Probationary Member received five (5) SWFs. One SWF was for three (3) 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.

8.2 CESC

Meeting held on March 22/'13

1. The College suspended three Programs: Article 27.05 clearly stipulates confidentiality must be respected.
2. Mining Program. There will be a collaboration agreement with Queen's U.
3. Six Colleges MOU. Purpose is to share Programs/Costs.

8.3 UCC

Meeting held on March 22/'13

- a. Attendance Inclement Weather Policy. College inputted what the Union wanted: "...the employee will call and speak directly to the office of his/her supervisor. . ." as opposed to only speak to supervisor.
- b. Union Member Lists. The College asked the Union to change Article 8.05A – to notify the College before June 01 about Union officers appointment to Union Committees. The Union will not enter into Local agreements as Local agreements must be approved by OPSEU head office and this is rarely done.
- c. Faculty Evaluation. Instead of every three years, Faculty evaluation will be done every Semester and the aggregate information gathered and reviewed every three years. This process will begin Fall 2013.

8.4 HEALTH & SAFETY

- a. Kirkland Lake Campus. Leaky Campus roof. Buckets to contain dripping water located in the hallways and in the College Library. To be addressed at next Meeting.
- b. Haileybury Campus. Active smudging being conducted in the building. Trying to find solution. The College has a new approach to Fire Drills which is a mystery to those involved. Some students on placement are getting injured and the Committee wonders the scope of their responsibilities to these students.
- c. Porcupine Campus. One portable classroom condemned because of potential hazard of snow accumulation on roof. Monthly inspections and meetings on going. Women's washrooms still a major health concern.

8.5 RETURN TO WORK COMMITTEE

One Faculty member on modified workload returned to work and is happy.

9.0 UNFINISHED BUSINESS

None

10.0 NEW BUSINESS:

- 10.1 Elect Alternate to OPSEU Regional - Sudbury
Nominations for Alternate were taken from the floor. The LEC nominated Suzanne Tremblay. She accepted the nomination and was acclaimed to the Alternate position.
- 10.2 Disability Center. It seems the Disability Center may be overstepping its mandate in relation to student responsibilities regarding writing tests. In one case a student having had to postpone writing a test with the rest of the class eventually wrote the test at the student's whim rather than at the Professor's stated date. The Disability Center always sides with the student. A potential workload case can be made against the College if this sort of additional work on Professors continues.
- 10.3 Appointment of Coordinators. In the past the Union and College were governed by a Local Agreement that stipulated potential Coordinator positions were to be posted so that all Professors could apply, if so desired. This Local Agreement expired with the advent of a new Collective Agreement. Consequently, without a Local Agreement, the College can appoint Coordinators as it pleases in a very undemocratic and dictatorial fashion. The Union can only shame the College to act fairly and equitably when choosing Coordinators.

11. ADJOURNMENT: The meeting adjourned at 5:30 pm.

MOVED: N. McNair