

OPSEU Local 653 Meeting – LEC Minutes

Date: Friday Feb 28th 2014

Location: Video Conference

Attendance:

L. Shaba, D. Silver, M. Studd, S. Tremblay, W. Schaffer, L. Irvine, D. Dutrisac

Regrets:

M. Veilleux, K. Whelan, N. McNair

Taker of Minutes:

W. Schaffer

1.0 Call to Order

President called the meeting to order at 3:30pm

2.0 Adoption of the Agenda

Additions under New Business:

10.1 – UID/ISW training for Academic Upgrading faculty

10.2 – OPSEU convention

Motion: That the agenda be adopted as amended

Moved: L. Irvine

Seconded: D. Silver

Carried

3.0 Minutes of Previous Meeting (Jan 24th, 2014)

Motion: That the minutes of Jan 24th/2014 be adopted as presented

Moved: S. Tremblay

Seconded: D. Dutrisac

Carried

4.0 Business arising from the minutes

6.0

- List of secure email addresses to be circulated on Monday, March 3, 2014

7.0

- Grievances are going well, work for additional Veterinary Technician positions is moving ahead – asking for 4 positions

Universal Instructional Design (UID/ISW) training

- Going very well, training will now be offered/available in the non-teaching period (this was originally not possible as described by management) – May 6-8, 2014 are the dates for the training for faculty as indicated by one manager at the Timmins campus – this could be an item to discuss at the UCC meeting.
- Training for Academic Upgrading faculty will be in late August 2014

10.1

- Vacant position in welding – management seems to be stalling with hiring – candidate has refused offer of employment, position has been reposted – 653 will file a grievance

5.0 Treasurer's Report

Treasurer submitted his financial statement dated Feb 28th, 2014. The wrong pages were included in the package distributed to LEC members and the financial statement could be sent out again to LEC members.

- Purchased time figures were adjusted based on recent checks of the figures.
- No email has been received back about the recent Trustee's Audit report.

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

Moved: D. Silver

Seconded: W. Schaffer

Carried

2) **Motion:** That the treasurer's tabled financial statements be accepted as presented

Moved: S. Tremblay

Seconded: L. Irvine

Carried

6.0 Correspondence

University professors' pension plan may be united with college professors' pension plan.

There has been an announcement of an upcoming meeting about unused sick days buy-out (for faculty hired prior to 1991).

7.0 Reports of Officers

7.1 President

The provincial demand setting meeting is March 22, 2014 and the OPSEU convention is May 17-18.

On January 21, 2014, the 653 President (Lad Shaba) had a meeting with Fred Gibbons (President, Northern College) about the Strategic Mandate Agreement. President Gibbons assured the 653 President that there will not be a change to the college mandate. The grievance launched by union 653 will continue, including reference to page 135 of the Collective Agreement.

Local demand setting went well, and the information gathered has been forwarded to the provincial demand setting meeting that will occur on March 22, 2014.

The potential exists for local 653 to invite President Gibbons to a meeting to present or discuss issues at the college. A date would need to be arranged, and a list of issues would need to be compiled. The possibility of the meeting could be brought up at the next LEC. [Later in this LEC meeting, the issues of student residences and student complaints/student complaint process were raised]

7.2 Board of Governors Report (BoG)

None

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

None

2nd Vice President

None

7.4 Chief Steward

The next arbitration (staffing grievance) was scheduled for March 22, 2014, but a request has been filed for this date to be changed.

Judy Rantala (Academic Manager, Timmins Campus) has provided cost dollars on nursing programs.

A planned sick leave has been announced by a faculty member in Timmins.

The local demand setting was well received.

8.0 Reports of Committees

8.1 WMG

Some managers are booking tutorial times as complementary functions. Union 653 has made it known that this is a violation of article 11 and the hours should be on the front of the SWF. Northern College is going to come back with a response.

There have been significant work hours required by faculty to cover work on UID/ISW training and the PQAPA (Provincial Quality Assurance Process Audit) – the hours that were assigned on the SWFs for faculty are used up now in some cases – the PQAPA visits will occur in late March.

Local 653 continues to work with Northern College on the timetabling process and problems/issues.

Following the guidance of Article 11 of the Collective Agreement, timetable hours should match the SWF.

Northern College has committed that the 7-1-7 initiative will be put off for 1 year to allow time for more study.

8.2 CESC

No meetings.

8.3 UCC

A memorandum was circulated by Human Resource Services that Northern College encourages the use of earned vacation time. The memorandum specified that faculty would be contacted to have a meeting with their supervisor to prepare a plan for the use of accumulated vacation balance. The memorandum specified that vacation days that are not used by June 30, 2014 would be paid out in September 2014. A faculty member was pressured by management to take vacation days according to a provided schedule of the days, and this violates the Collective Agreement. Union 653 issued a cease and desist order over the actions of management. Union 653 will monitor the situation.

Purchase of union time was requested to be flexible – not set for the whole year but on a semester-by-semester basis.

Union 653 made known their continued opposition to faculty performance evaluations using the Faculty Performance Evaluation and Development Process Tool that was circulated by management.

The mileage monetary awards in the Collective Agreement do not match the mileage monetary awards in Northern College policy.

Criminal reference checks were an item of discussion.

There must be mutual agreement for professional development. Faculty are entitled to 10 days of professional development. Faculty must apply for monetary support for professional development.

The need for improvements in the student complaint process is part of ongoing dialogue with Northern College.

8.4 Health & Safety (Kirkland Lake, Timmins and Haileybury)

Kirkland Lake

- 653 needs to notify David Rogalsky to provide reports to the LEC meetings.

Timmins

- monthly inspections are ongoing.

Haileybury

- monthly inspections are ongoing.
- There are concerns over air quality because of poor ventilation during the smudging ceremonies on campus

8.5 Return to Work

No recent meetings.

9.0 Unfinished Business

None

10.0 New Business

OPSEU convention is May 8-10, 2014.

The local demand setting meeting will be March 22-23, 2014.

Participants can claim \$27 for supper.

11.0 Campus Reports

Haileybury

- At the meeting to discuss the upcoming PQAPA visits, management expressed the interest that faculty and students need to be positive and portray this to the PQAPA inspectors.
- A partial-load faculty member has inquired about the timing and process for step increases of salary. These step increases of salary are based on the terms that were set out in the hiring letter/contract and

should increase based on the details of the Collective Agreement for what constitutes a month of work. The seniority list lists the months of work for partial-load faculty.

Kirkland Lake

- Concerns have been raised over the inadequacy of communication/publicizing of new programs for the campus
- There are concerns over the experience of students in the residence at the Kirkland Lake campus.

Timmins

- No issues.

12.0 Adjournment

Meeting adjourned at 5:33pm.

Moved: L. Irvine