

OPSEU Local 653 Meeting – LEC Minutes

Date: Friday Jan 24th 2014

Location: Video Conference

Attendance:

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

Regrets:

M. Veilleux, K. Whelan

1.0 Call to Order

President called the meeting to order at 3:40PM

2.0 Adoption of the Agenda

Additions Under New Business:

10.1 – Vacant Position in KL

10.2 – Demand setting date

10.3 – intellectual property and applied research

10.4 – General Discussion

Motion: That the agenda be adopted as amended

Moved: D. Silver

Seconded: D. Dutrisac

Carried

3. Minutes of Previous Meeting (Nov 8th, 2013)

Motion: That the minutes of Nov 8th/13 be adopted as presented

Moved: M. Studd

Seconded: N. McNair

Carried

4.0 Business arising from the minutes

- Access to opseu110.ca/awards contains a lot of useful awards to use as a reference

- Northern Lights grant appeal was denied

- No CESC Meeting called to date

5.0 Treasurer's Report

Treasurer submitted his financial statement dated Jan 24th, 2014.

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: N. McNair

Seconded: D. Silver

Carried

6.0 Correspondence

- Verification of non-college email addresses for all stewards

7. Reports of Officers

7.1 President

- a) Several Article 2 (staffing) grievances are coming up for arbitration hearings. Full-time staff currently at 77, down from 84 in 2011
- b) Many faculty members are dissatisfied with administration's approach to faculty/student relations. Too much emphasis being placed on student feedback and evaluation of faculty
- c) Article 26/27 grievance report, part of the grievance has been abandoned, and will proceed with a more narrow focus on the process under Article 27
- d) Need to call a CESC meeting
- e) Concerns expressed by faculty members about demands to do research

7.2 Board of Governors Report (BoG)

No Report

7.3 Vice-Presidents (1st and 2nd)

2nd Vice President

- Staffing reports prepared and distributed

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7.4 Chief Steward

- a) 13th of Feb Vet Science staffing arbitration hearing
- b) Probationary employees can grieve lay-offs under Labour law, although their success rate is poor

8. Reports of Committees

8.1 WMG

- a) Report filed by co-chair (see attached)
- b) Concerns about proposed changes to the academic calendar (Fall break, removing exam week)
- c) Universal Instructional Design training – poor planning for scheduling of training sessions. Communication very poor and staff are confused about the process
- d) WHIMIS time has been removed from several SWF's

8.2 CESC

- a) No meeting scheduled, but will begin the process

8.3 UCC

8.3.1 – Meeting of Nov 29th: Items addressed by the Union include Course Evaluation Surveys, new management hires,

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

- Timmins Campus, monthly inspections ongoing
- Haileybury, no inspections this year to date, issues with smudging and construction in basement
- KL – no report

8.5 Return to Work

-Meeting for one faculty member. Had left the country for treatments and had issues getting back in time leading to an inappropriate email from management. Management later apologised

9. Unfinished Business

10. New Business

10.1 – Vacant Position in KL

-Position had been filled, but candidate declined. Position has been re-posted. This position was the result of an arbitration award

10.2 – Demand setting date

-Feb 7th, refreshments will be served, Secretary to communicate with members

10.3 – intellectual property and applied research

- Policy presented by the college where all intellectual property coming out of applied research belongs to the college. Union will track if this policy is passed and notify our members.

10.4 – General Discussion

-**W. Schaffer**: faculty member on probation has not yet had a performance appraisal, but has still received step increase. Union will not get involved as this is an employee manager issue. Discussion of new vacation policy. Members cannot be forced to take vacation, but college can pay the days at the end of the year.

11. Campus Reports

- **Haileybury**: No new information on residence. Many people are asking questions, but there have been no updates. Union will ask the President at the Jan 31st UCC meeting.

12. Adjournment

Meeting Adjourned at 5:55PM

Moved: L. Irvine