

OPSEU Local 653 Meeting – LEC Minutes

Date: Friday Nov 21 2014

Video Conference

Attendance:

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

Regrets:

M. Studd,

1.0 Call to Order

Chief Steward called the meeting to order at 3:43PM

2.0 Adoption of the Agenda

Motion: That the agenda be adopted as presented

Moved: S. Tremblay

Seconded: N. McNair

Carried

3.0 Minutes of Previous Meeting (Oct 17th, 2014)

Motion: That the minutes of Oct 17th 2014 be adopted as presented

Moved: L. Irvine

Seconded: D. Dutrisac

Carried

4.0 Business arising from the minutes

4.1 Papers signed for legal retainer

4.2 Grievance with VPA settled at step 2 and union will be consulted before any such initiatives are undertaken again.

4.3

5.0 Treasurer's Report

No treasurer's report – LEC treasurer is on sick leave.

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

Moved: N. McNair

Seconded: D. Silver

Carried

6.0 Correspondence

- None

7.0 Reports of Officers

7.1 President

- 7.1.1 Provincially, campaign to get part-time union votes counted will be starting up again
- 7.1.2 Some colleges are seeing the elimination of Partial Load faculty
- 7.1.3 Mediation for six grievances at once, result was gaining three full-time positions. There are concerns over whether the college filling these positions will result in a net increase in the full-time complement, which is the intent of the settlement
- 7.1.4 Grievance over discipline of a faculty member is moving through expedited arbitration
- 7.1.5 Issue with faculty member who was seconded but was recorded as a “leave without pay”. Initial meetings over the issue were not productive, and a grievance was filed. Initial meeting with new HR director was more productive and the leave should be properly categorized, although we are still waiting for the Step 2 response. Members who take on special projects or alternative workloads should always consult with the union to ensure that their rights and benefits are not negatively affected
- 7.1.6 Union will attempt to recoup the purchased time for LEC treasurer while he is on sick leave

7.2 Board of Governors Report (BoG)

No Report

7.3 Vice-Presidents (1st and 2nd)

1st VP

- Question brought to management about whether the new VPA will sit on any of the committees. Response was that the President makes the appointments.

2nd Vice President

- none

7.4 Chief Steward

7.4.1 DIVx meeting

- 2006 strike grievance settlements still being resolved
- Partial Load being eliminated at many colleges, management claims as a cost saving measure
- In service teacher training is ending, so we need to encourage any members who could benefit get enrolled.
- Bargaining team update: debate was civil and the membership seems ready to move on. We need to encourage our members to refer issues to WMG

8.0 Reports of Committees

8.1 WMG

8.1.1 Meeting Oct 24:

- No decision on dates for WHIMIS training
- Enrichment day still undecided
- ISW training for non-full time staff – initially stated that staff would be paid for this at the 'meeting rate', at a follow-up meeting management denied this
- committee membership will be revised to three on each side

8.2 CESC

- No activity

8.2 UCC

- Management is not making much progress on most issues
- They have backed off the Velsoft textbooks for now
- No progress on Faculty/Student relations policy, they did not follow up from the last meeting and look into existing policies at other colleges
- Will yet again be modifying the way student feedback is collected, now moving to in-class surveys. Have promised to allow input into the questions before they are finalized
- Faculty vacation dates will be scheduled by management and the expectation will be that all members will have the same vacation days.
- Faculty will be asked to evaluate their supervisors as part of management performance appraisals

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

- Timmins: Difficulty in getting action on items, but progress is being made on some issues
- HB: Inspections being done (Lad)
- KL: No Report

8.5 Return to Work

- none

9.0 Unfinished Business

10.0 New Business

11. Campus Reports

- None

12.0 Adjournment

12.1 Moved N. McNair

Meeting Adjourned at 5:55PM