

OPSEU Local 653 Meeting – LEC Minutes
Date: Friday Oct17th 2014
Location: Billy's Restaurant – Kirkland Lake

Attendance:

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

Regrets:

K. Whelan, D. Dutrisac

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 Implications of new probationary period under new C.A.

10.2 No section limit under new C.A.

Motion: That the agenda be adopted as amended

Moved: D. Silver

Seconded: L. Irvine

Carried

3.0 Minutes of Previous Meeting (Sept 19th, 2014)

Motion: That the minutes of Sept 19th 2014 be adopted as presented

Moved: S. Tremblay

Seconded: W. Schaffer

Carried

4.0 Business arising from the minutes

4.1 – New C.A. Approved with 61% in favour

4.2 - Legal retainer

- The LEC finds it helpful to consult with legal counsel in certain situations and would like to set up an agreement with our lawyer. LEC will work to establish a set of criteria under which we would make use of legal services
- **Motion:** That the LEC agree to the proposed billing contract agreement with our legal counsel, W. Garzouzi. The agreement will be reviewed on an annual basis at the AGM

Moved: L. Irvine

Seconded: S. Tremblay

Carried

4.3 – Meeting with President Gibbons

- **Motion:** That the LEC extend an invitation to President Gibbons to attend the LEC meeting on the date of the AGM

Moved: L. Irvine

Seconded: D. Silver

Carried

4.4 - HB campus still needs to find another Steward

5.0 Treasurer's Report

Discussion ensued about the hours allocated to LEC members, specifically the Local President. LEC would like to see a budget proposal with a full-time president

Treasurer submitted his financial statement dated Oct 17th, 2014.

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

Moved: N. McNair

Seconded: D. Silver

Carried

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

Moved: M. Studd

Seconded: L. Irvine

Carried

6.0 Correspondence

- None

7.0 Reports of Officers

7.1 President

- Adjustments ongoing to new senior management staff. Impression is that they are having a difficult time adjusting to the new roles
- Grievance over VPA classroom visits. Union position is that at a minimum, the VPA should give prior notice and get consent from the faculty before visiting. Visits are distracting to students and disruptive to the flow of the class. Step 1 response was that senior admin has the right to be anywhere in the college at any time, including the classroom. Step 2 meeting union presented their minimum demands: Prior notice to faculty before visit, clear communication of the purpose of the visit, and prior notice to LEC via UCC that such an initiative will be undertaken.
- DIVEx meeting is next weekend. President and Chief Steward will be attending
- Ongoing issue with a member who has been disciplined. Two grievances have been filed as a result and the process has been expedited, going directly to step 2 and then on to arbitration if not resolved
- There is a local member who is currently working on a "leave of absence without pay". The union has discovered that the member is actually still on the payroll while the college is being reimbursed for wages from the outside agency. Union has disputed the details of the agreement, arguing it is more of a 'secondment' and informed the member about the risks associated with it. The union has given management a list of specific clauses that need to be added to the agreement.
- LEC member suggested that at the end of some grievances, it may be beneficial for us to document what went well and what did not to reinforce best practices for future grievances. Much of this is already done in the President's reports at LEC meetings. LEC members can also help by talking directly to members about their rights and the role of the union

7.2 Board of Governors Report (BoG)

No Report

7.3 Vice-Presidents (1st and 2nd)

1st VP

- none

2nd Vice President

- none

7.4 Chief Steward

- Received many complaints from faculty about the VPA classroom visits. . Members are not clear on the purpose of the visits. Members are being advised to comply and then complain.
- There have been many complaints about Video Conferencing equipment. It has been failing to point of having a significant and detrimental effect on classroom delivery.

8.0 Reports of Committees

8.1 WMG

- Spring PD is unknown
- ISW training will be offered in December. Remaining FT staff and some non-full time will be getting trained
- Faculty trainers will be taking 'days in lieu' as payment for delivering the ISW training
- Enrichment day, no update
- SWF's were not sent to local, but will be in the future
- SWF which was the result of a WMG hearing was never issued.
- Union requested a 4th member since management has four members on their side

8.2 CESC

- No activity

8.3 UCC

- Meeting took place on Oct 10th 2014
- Faculty/Student relations were discussed again. Union emphasized the need for a clear, fair policy that will be applied consistently by all academic managers. Management agreed to look into similar policies at other colleges
- Further discussion of the imposition of Velsort textbook in computer applications courses. Management side of UCC were still not well versed in the issue, so Union requested the presence of T. Hanson and/or D. Clark at the next meeting to explain the issue and answer questions.
- Management tabled a new Academic Appeals policy. Will be distributed to the LEC members for review and comment.
- Union college relations were on the agenda, and the union made the point that we expect and demand that management respect the union as the exclusive representative of faculty and that we be notified and informed of actions on their part that will impact our members.

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

- KL: inspections are not happening due to management inaction
- KL: Training is required for the new members of the committees
- Timmins: Problems with non-functioning lights in a shop have been brought to the attention of management
- HB: Have one member considering taking on the role of rep

8.5 Return to Work

- none

9.0 Unfinished Business

10.0 New Business

10.1 Implications of new probationary period under new C.A.

- With the new C.A. In place, will this impact staff hired before the new contract (i.e.: reducing their probation to one year)? Will be addressed at the next UCC.

10.2 No section limit under new C.A.

- Some confusion between sections and courses. They are not the same, and only the limit on sections has been removed.

11. Campus Reports

- None

12.0 Adjournment

12.1 Moved: L. Irvine

Meeting Adjourned at 6:30PM