

OPSEU Local 653 Meeting – LEC Minutes

Date: Friday Feb 20 2015

Video Conference

Attendance:

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

Regrets:

L. Shaba

1.0 Call to Order

1st VP called the meeting to order at 3:35PM

2.0 Adoption of the Agenda

Add: 1) Administrator as coordinator 2) Steward elections

Motion: That the agenda be adopted as amended

Moved: L. Irvine

Seconded: N. McNair

Carried

3.0 Minutes of Previous Meeting (Jan 21, 2015)

Error in minutes – Treasurer's report was presented

Motion: That the minutes of Jan 21 2015 be adopted as amended

Moved: K. Whelan

Seconded: D. Dutrisac

Carried

4.0 Business arising from the minutes

- Grievance filed in regards to violation of staffing MoS
- Managers are continuing with their plan to assigning SWF's for a full academic year
- Concerns about student mental health – should be discussed at UCC, tie it to the discussion about faculty/student relations?
-

5.0 Treasurer's Report

Treasurer submitted his financial statement dated Feb 20th, 2015.

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

Moved: S. Tremblay

Seconded: W. Schaffer

Carried

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

Moved: K. Whelan

Seconded: D. Dutrisac

Carried

6.0 Correspondence

- None

7.0 Reports of Officers

7.1 President

No Report

7.2 Board of Governors Report (BoG)

No Report

7.3 Vice-Presidents (1st and 2nd)

1st VP

No report

2nd Vice President

No report

7.4 Chief Steward

7.4.1 No scheduled arbitrations until June

7.4.2 One grievance being sent to arbitration

7.4.3 Step 1 meeting for grievance took place on Feb 12th

7.4.4 Meeting with VPA – staff will be given the chance to evaluate their supervisors

7.4.5 March 28-29 President and Chief Steward will attend educational on how to handle grievances under the new C.A.

8.0 Reports of Committees

8.1 WMG

8.1.1 Meetings Feb 6th and Feb 20th:

8.1.1.1 Discussions about WHIMIS

8.1.1.2 Management has been taking minutes at WMG meetings, and there have been revisions made, but the revisions have not been distributed. Management is suggesting that these revised minutes will not be distributed, but the union will not accept that

8.1.1.3 ISW training issues – Faculty were SWF'd for it but did not take it are now being asked to take it without being re-SWF'd for the time. This is not acceptable as there cannot be carry-over of time from previous SWF's

8.1.1.4 Goto College events: Union argued that prep and delivery time should be reflected on SWF's, management essentially acknowledged that this should be the case

8.1.1.5 Violations of 8-hour work day were brought up and management acknowledge that these instances were missed. Union made the point that if faculty wants to accept it they can, but written notice must be given

8.1.1.6 Issue of SWF revisions based on enrolment audits can lead to the revised SWF being back-dated with the revised numbers. This can lead to loss of overtime

8.2 CESC

- Meeting held on Feb 20, 2015.
 - Three low-enrolment programs will be suspended with no intake in September. No lay-offs staffing impacts from this
 - College reports that they will be able to nearly balance the budget by fiscal year end (March 31). Outlined their focus on increasing enrolment: primarily through recruitment outside catchment area and aboriginal recruitment.

8.3 UCC

- 8.3.1** New attendance and Disability policy not yet released
- 8.3.2** Student Feedback surveys being finalized. 50 courses will be chosen to be surveyed. Survey results will be used for employee evaluations as well as for accreditation processes. Union questioned the validity of the questions as well as the accuracy of the scope of the survey as it is largely focused on faculty performance and very little on other aspects of student experience
- 8.3.3** Issue with part time coordinator has gone to grievance
- 8.3.4** New draft of faculty-student relations policy presented by management. Will undergo further revisions
- 8.3.5** Issue of timetable revisions raised by union. There seems to be no consistent policy as to how and when requests for changes to timetables are accepted
- 8.3.6** Union raised the issue of insufficient lead time given for planning “go to college” events, as well as the fact that in many cases faculty have not been given time on their SWF’s for the planning and delivery of such events

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

- 8.4.1 Timmins (D. Dutrisac):** Monthly inspections, Buckets collecting water in the gym from leaking roof.
- 8.4.2 Haileybury (P. McDonagh):**
 - 8.4.2.1** A JHSC meeting was held on February 11 2015. It was attended by myself, Brenda Morrissette L654, Natalie Blanchet L654, Tammy Mackey and recording secretary Tia Leppala. I invited the new Northern Health and Safety Coordinator Jessica Colantonio. First meeting general meeting flow was discussed including a brief review of the terms of reference.
 - 8.4.2.2** I pointed out that in light of the # of workers that management was not meeting the minimum requirements of the Act in respect to management participation which they will need to remedy.
 - 8.4.2.3** A Workplace Inspection schedule was established as well as a JHSC meeting schedule.
 - 8.4.2.4** I conducted a Workplace Inspection along with Brenda and Tammy where 26 items of various hazard levels were identified with management assigned the responsibility to remedy. Only approximately ½ of the workplace was completed where we intend on completing the remainder of the areas next week.

8.4.2.5 On Saturday February 14th I completed an extensive review of Gerry's Health and Safety files. I was able to further understand some of the recent health and safety activities on campus. I have on file all the past information should anyone wish to review some of the historical information.

8.4.3 Kirkland Lake: No Report, inspections will be starting up again soon

8.5 Return to Work

- OADA (duty to accommodate) – used this policy to accommodate some needs for 2 faculty members.
- Faculty member has severe allergies being triggered by her work environment and is being accommodated with an air purifier purchased by the college.

9.0 Unfinished Business

10.0 New Business

10.1 Administrator as Coordinator:

- A manager is acting as coordinator of the message therapy program which has only non-full time faculty – bring up at UCC

10.3: Steward elections:

- Discuss with Lad, notice and election package will be distributed

11. Campus Reports

12.0 Adjournment 5:52PM