

OPSEU Local 653 Meeting – LEC Minutes

Date: Friday, October 23, 2015

Location: Kirkland Lake Campus

Attendance:

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

Regrets:

K. Whelan, M. Vielleux

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President called the meeting to order at 2:49PM

2.0 Adoption of the Agenda

Additions under New Business:

10.1 – Northern College agreement with Pures

10.2 – Personal Grievance: Lad Shaba

10.3 – Correspondence, re: Article 27.12

10.4 – Provincial Joint Insurance Committee

10.5 – Union Release Time

10.6 – Northern College Medical Certificate

Motion: That the agenda be adopted as amended

Moved: Neal McNair

Seconded: Kathy Smith

Carried

3.0 Minutes of Previous Meeting (September 18, 2015)

Motion: That the minutes of September 18, 2015 be adopted as presented

Moved: Lorrie Irvine

Seconded: Neal McNair

Carried

4.0 Business arising from the minutes

An information session to go over the basics of SWF contents was scheduled for Friday, October 16, 2015 on the Kirkland Lake Campus. No faculty attended the information session.

Information submitted by health and safety representatives from the Haileybury Campus has been repackaged and has been presented to Mike Baker (VP, Finance, Admin & Aboriginal Services) and Sue Howson (Plant & Property Manager). No response has been heard back from the employer. On October 23, 2015, the same

information was presented to the UCC, and a commitment was made that the information will be revisited at a future UCC meeting.

5.0 Treasurer's Report

Treasurer submitted his financial statement dated October 23, 2015.

In keeping with previous plans, on Wednesday, October 21, 2015, \$20000 of GIC funds were purchased by the local.

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

Moved: David Silver

Seconded: Lorrie Irvine

Carried

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

Moved: Lorrie Irvine

Seconded: David Silver

Carried

6.0 Correspondence

On the provincial basis, it has become known that the union local president of Sault College has been suspended for 20 days. Initial reports did not detail why this has occurred.

Recent correspondence from the Northeast Area Council seems to indicate that there are 271 members from Northern College. Members of the local 653 executive are concerned that this number is not correct (too high).

7.0 Reports of Officers

7.1 President

There are grievances that are proceeding forward.

The term of the WRA has come to an end. Jim Nicholls will be sent a thank-you letter.

Motion: That a recommendation be made to the CWMG that as per Article 11, Tanja Wacyk be appointed as the new WRA.

Moved: David Silver

Seconded: Neal McNair

Carried

There is an interest to obtain information on the number of hours that are being/planned to be taught by support staff (in the current semester and in the next semester).

There is a new format for course outlines. Faculty are advised to ask for SWF time to make ready their course outlines based on the new format. Discussion at the UCC would indicate that in the winter 2016, new tools will be developed to undertake this work.

Concerns were shared about support of existing and new programs at the Kirkland Lake campus, especially in light of upcoming OCAS system information deadlines. Facts could be shared with the co-chair of the UCC, including details with regards to the upcoming OCAS system information deadlines. Local 653 will assist with support of existing and new programs at the Kirkland Lake campus.

7.2 Board of Governors Report (BoG)

None

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

Dr. David Silver presented that there have been some negative interactions between faculty and personnel from Accessibility Services at the Haileybury Campus with regards to availability to answer questions from students, including student questions that have been brought forward to professors after the end of the 8-hour work day. Preliminary information has revealed that there are different processes in place at the different Northern College campuses to address this occurrence. This item will be brought to the UCC for discussion. It is advised that when negative interactions are caused by support staff, that this needs to be brought forward to the appropriate manager.

2nd Vice President

Warren Schaffer tabled a new document that he has compiled and written in order to provide information to faculty on the processes surrounding and contents of the standard workload form (SWF). LEC members suggested revisions to the new document and these will be made and the document will be sent on to Northern College faculty and will be posted to the Local 653 webpage. As part of the revisions, at the next WMG meeting, a request will be made to obtain a mock SWF from Northern College, for inclusion with the document of information.

7.4 Chief Steward

Suzanne Tremblay shared that Contact North has been contracted to do invigilation.

The online submission system for evaluations for students registered with Accessibility services is not working properly.

Grievances have been filed with regards to professional development time.

A recent group grievance could be sent to the WRA.

A revised SWF template is being investigated.

8.0 Reports of Committees

8.1 WMG

Co-chair Warren Schaffer shared a brief overview of items from the October 16, 2015 WMG meeting, including:

- A discussion of WHMIS training – who will participate?, what will training be composed of?, what are the expectations/workload for faculty?
- Information on the upcoming enrichment day – still in development
- SWF meetings should be happening every semester with your supervisor
- Interest in a new format for the SWF document that is easier to follow and matches the Collective Agreement

- The local asked Northern College to provide an itemized list of hours currently being taught by Northern College support staff and hours planned to be taught by Northern College support staff
- A new WRA needs to be finalized by a motion from the LEC

8.2 CESC

No report – no meeting has occurred.

8.3 UCC

Co-chair Neal McNair shared a brief overview of items from the October 23, 2015 UCC meeting, including:

- There is an interest in having a Quality Assurance representative from local 653.
 - Discussion at the LEC meeting included that the Terms of Reference for this effort and representation are important and that participation must specify that there is nothing binding on the union
- President Fred Gibbons would like to visit classrooms at Northern College and he is currently looking for volunteers.
 - Discussion at the LEC meeting included that President Gibbons will have to make clear his intent, that it is not appropriate for him to visit part-time faculty classrooms, and that he could be asked to share how he will follow-up based on his visits

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

No reports.

8.5 Return to Work

At the Timmins Campus, a faculty member is back to work and doing well. Another faculty member is back to work with new courses and medical treatments that have not been accommodated.

At the Haileybury Campus, a recently injured faculty member could be put on modified work.

Overall, a check should be made that pension benefits are not reduced for faculty.

9.0 Unfinished Business

None

10.0 New Business

10.1 – Northern College agreement with Pures

Information was presented that Pures (a private educational company operating in southern Ontario) is teaching Northern College curriculum and granting Northern College diplomas.

10.2 – Personal Grievance: Lad Shaba

Lad Shaba (local 653 President) has filed a personal grievance against a Northern College administrator owing to unacceptable comments made to him at a recent meeting attended by himself and Neal McNair (Associate Chief Steward, local 653). Both Mr. Shaba and Mr. McNair were witnesses to the unacceptable comments.

10.3 – Correspondence, re: Article 27.12

Personnel listings will be forwarded to Warren Schaffer (2nd Vice-President) who will examine and summarize the listings with the help of Mike Studd.

10.4 – Provincial Joint Insurance Committee

Lad Shaba has been appointed to the Provincial Joint Insurance Committee. He can be contacted for terms of reference for the committee.

10.5 – Union Release Time

Owing to recent discussions (including information that came to light with the WRA in October 2015) the Union released time (and charge-back) tallies need to be changed. The changes should be made retroactive to the start of the semester for September 2015 (the listing that is to be revised was issued on May 6, 2015) to match how they have been detailed by Northern College on a SWF. The tally of released time should reflect that Warren Schaffer is released for 1 teaching contact hour per week for 2nd Vice President duties for local 653 and also for 2 teaching contact hours per week for Secretary duties for local 653. The changes will entail an overall decrease in the released time (charge-back) time requested by local 653.

10.6 – Northern College Medical Certificate

It has recently been communicated by Natalie Dorval that with changes to the Attendance and Disability policy, there is a new Northern College Medical Certificate that is activated when faculty have medical treatments out of town. It has been found that there are problems with the form, instructions on use of the form are needed and a signatures section is needed. These problems will be shared with management at the UCC.

11.0 Campus Reports

None

12.0 Adjournment

Meeting Adjourned at 5:48PM

Moved: David Silver