

OPSEU Local 653 Meeting – LEC Minutes

Date: Friday Sept 18, 2015

Location: Haileybury Campus, Upstairs Boardroom

Attendance:

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

Guest(s):

Peter McDonagh – Health and Safety representative, Haileybury Campus

Regrets:

K. Whelan, M. Veilleux

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President called the meeting to order at __3:35PM__

2.0 Adoption of the Agenda

Additions under New Business:

None

Motion: That the agenda be adopted as amended.

Moved: N. McNair

Seconded: K. Smith

Carried

3.0 Minutes of Previous Meeting (May 1, 2015)

Motion: That the minutes of May 1/2015 be adopted as presented.

Moved: D. Silver

Seconded: L. Irvine

Carried

4.0 Business arising from the minutes

There is an interest that co-chairs for the union-management committees provide a summary to the LEC in writing, following removal of names from the notes from the discussions at the committee tables. The reports could be used as the basis for verbal reports on the committee work that will be presented at the LEC meetings. The reports could take the form of items by categories: resolved, deferred (with reasons) **OR** issue, background, resolution.

Warren Schaffer gave a brief overview of his efforts to research the purchase of a new computer for union business with specifications and multiple price quotes that were distributed prior to the LEC meeting. The research and price quotations are based on consultation with multiple parties and multiple store visits. Warren's preference is to proceed with the lowest quotation that has been found. There is a chance that additional computer-related items might be necessary to purchase in the future, but further details will be presented for future consideration if the need arises.

Motion: The local moves to fund the purchase of a Dell laptop computer based on the particulars found in quote #63804843 (\$1430.63) for Warren Schaffer, for union business.

Moved: D. Silver

Seconded: K. Smith

Carried

5.0 Treasurer's Report

Treasurer submitted his financial statements dated September 18, 2015 (Statement#1: 01/15/14 to 30/04/15 Previous Fiscal Year FINAL; Statement#2: New Fiscal Year).

The Treasurer acknowledged that he has yet to move \$20000 into investment certificates.

The Treasurer shared that as of August 2015, the local is receiving local dues from 72 full-time faculty members (down from 82 full-time faculty within the memory of LEC committee members).

There was discussion of some options that exist for \$6280 of Other Revenue in the New Fiscal Year financial statement.

Motion: The local moves to leave the \$6280 of Other Revenue unallocated.

Moved: D. Silver

Seconded: L. Irvine

Carried

Two potential new financial trustees have been located for local 653: Shane Storing and Clint Sheehan.

Motion: The local moves to appoint Shane Storing and Clint Sheehan (faculty members, Timmins Campus, Northern College) as financial trustees for local 653.

Moved: D. Silver

Seconded: L. Irvine

Carried

There was discussion of the need to pay Hockey Heritage North for interest on an outstanding bill.

Motion: The local moves to pay Hockey Heritage North \$12.17 for interest on an outstanding bill.

Moved: D. Silver

Seconded: K. Smith

Carried

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

Moved: D. Silver

Seconded: N. McNair

Carried

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

Moved: D. Silver

Seconded: K. Smith

Carried

6.0 Correspondence

None

7.0 Reports of Officers

7.1 President

President Lad Shaba shared that on June 24, 2015 multiple members of the LEC met with multiple members of senior management following an invitation from Mike Baker (Vice-President, Finance, Administration and Indigenous Services) to talk about issues, communications and administration, including labour relations and future plans for Northern College.

On September 17, 2015, Lad Shaba sent a letter to Fred Gibbons with the union local reaction/response to issues that were discussed on June 24, 2015 including the program suspension of the Massage Therapy program in Kirkland Lake and Communication/Engagement.

7.2 Board of Governors Report (BoG)

None

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

David Silver expressed the view that there are opportunities for new engagement with management but that it bears mentioning that members of the bargaining unit are not managers, and members of the bargaining unit need to be aware of and stick to the contents of the Collective Agreement.

2nd Vice President

Warren Schaffer shared that he has recently done some work/research on putting together an explanatory document on the contents of a SWF for Northern College faculty.

Members of the LEC expressed the interest to have this material ready to share on October 9, 2015 or October 16, 2015. Warren shared that some materials could be made available by that date and the materials could be further developed as time passes.

7.4 Chief Steward

Suzanne Tremblay shared that the location for an upcoming WRA is not totally certain, but Kirkland Lake has been put forward by local 653.

A grievance arbitration meeting is scheduled for September 23, 2015 in Timmins with regards to faculty vacation days.

On September 8, 2015 a union policy grievance was filed with regards to the recent Faculty Training Event (August 31, 2015 to September 2, 2015).

On September 17, 2015 a group grievance was filed with regards to the recent Faculty Training Event (August 31, 2015 to September 2, 2015).

On September 22, 2015 a meeting will be held with regards to the union policy grievance with regards to the recent Faculty Training Event (August 31, 2015 to September 2, 2015).

On September 30, 2015 a meeting will occur with regards to a staffing grievance.

On October 6, 2015 a meeting will occur with regards to the payout of professional development days.

On October 27, 2015 and arbitration is scheduled.

8.0 Reports of Committees

8.1 WMG

Warren Schaffer (co-chair) shared that some agenda items from past meetings are being carried forward due to lack of action by management (WHMIS, reports from management about faculty exceeding 8-hour work day, academic calendar).

One item raised by the local is the need for the arranging/appointment of a new WRA.

8.2 CESC

No meeting has occurred.

8.3 UCC

Neal McNair (co-chair) shared that the UCC is now composed of 4 members from local 653 and 4 members from management (including now Dr. Audrey Penner, Vice President, Academic and Student Success).

The problems and negative issues associated with multi-modal delivery of curriculum were raised as a concern. Minutes of the UCC will be posted to the local 653 webpage.

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

Peter McDonagh (Health and Safety representative, Haileybury Campus) presented concerns over observations that he has made during health and safety inspections at the Haileybury Campus including items and deficiencies that remain unaddressed from inspection to inspection, and missing items that continue.

Lad Shaba expressed an interest to receive a written report of recommendations on items that could be forwarded to Fred Gibbons (President, Northern College).

8.5 Return to Work

No meeting has occurred.

9.0 Unfinished Business

There was a discussion about current problems surrounding the coordination of the Massage Therapy program at the Kirkland Lake Campus, including the need for a full-time faculty member to be present in Kirkland Lake to be the coordinator of the Massage Therapy program.

10.0 New Business

None

11.0 Campus Reports

Haileybury Campus – registrations are up for the Veterinary Technician program; problems existed with the registrations for some programs where caps on registration were applied but should not have been; there are concerns over the extra workload associated with multi-modal delivery of courses.

Kirkland Lake – there are concerns associated with the performance appraisal process; there are concerns associated with the process and workload for providing evaluation course materials to the Accessibility Services office.

Timmins – there are efforts underway to hire 2 new faculty members at the Campus; there have been problems associated with the start of the school year.

12.0 Adjournment

Meeting Adjourned at **6:25PM**

Moved: D. Silver

Seconded: K. Smith

Carried