

OPSEU Local 653 Meeting – LEC Minutes

Date: Friday, April 9, 2016

Location: Timmins Campus and also by Video

Attendance:

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

Regrets:

M. Studd, K. Smith, M. Veilleux

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President called the meeting to order at **3:38PM**

2.0 Adoption of the Agenda

Additions under New Business:

10.1 – Process Map for INCIDENT RESOLUTION rev Mar 24 2016

10.2 – General Membership Meeting in Haileybury

10.3 – Freedom of Information Request: Expenses for Management legal counsel

10.4 – Manager position: Timmins

10.5 – Policy approval process

10.6 – Statement of intent: WRA

Motion: That the agenda be adopted as amended

Moved: David Silver

Seconded: Kathy Whelan

Carried

3.0 Minutes of Previous Meeting (February 26, 2016)

Motion: That the minutes of Feb 26/2016 be adopted as presented

Moved: Lorrie Irvine

Seconded: Kathy Whelan

Carried

4.0 Business arising from the minutes

The current treasurer of local 653 is on medical leave until May 2, 2016. The local President (Lad Shaba) has attempted to contact the current treasurer to arrange transition of duties to another person, including transfer of files from the union laptop computer and the sale of the union laptop computer to the treasurer. There is a potential partial load faculty member that may be available to assist with the treasurer duties – this person could be approached to explore details on an arrangement for paying for the treasurer duties or a bookkeeper

could be hired. Some bills are currently not being paid, and there has been an effort to learn about other outstanding treasurer work from the current treasurer. This situation was discussed by the LEC members and the following motion was put forward:

Motion: Approval in principle for the local president to engage a bookkeeper at market rates, to activate treasurer duties for the local, and to report back these arrangements to the LEC.

Moved: Lorrie Irvine

Seconded: David Silver

Carried

5.0 Treasurer's Report

No treasurer's report was made available.

1) no **Motion:** That the treasurer's tabled financial statements be accepted as presented was possible.

2) no **Motion:** That the treasurer be given the authority to pay all outstanding expenses was made.

6.0 Correspondence

2nd Vice President Warren Schaffer shared that the Report on Education on Ontario Colleges (in full and summarized form) is available on the OPSEU webpage and it is worthwhile reading as it presents interesting information on major trends facing college faculty in the province. In addition, there are a wide variety of interesting items posted to the local 110 webpage (from Fanshawe College).

1st Vice President David Silver shared that on Friday, April 9, 2016 on the television program Marketplace (CBC TV) a program on teacher misbehavior and lack of discipline is scheduled to air.

It was pointed out that the local might benefit from exploring some new modes of communication with members of the local – could include a Facebook page.

7.0 Reports of Officers

7.1 President

- President Lad Shaba reported that a local agreement with regards to the upcoming Open House was submitted to Northern College management.
- A grievance meeting occurred on April 7, 2016 and the local is waiting for a response from the employer.
- A recent Freedom of Information request with regards to the financial arrangements pertaining to the Pures school was denied by management. Additional questions with regards to the Pures school were filed, but there has not been a response from management yet.
- There are five retirements or transfers of full-time faculty that might occur in 2016. There are signs that Northern College has moved to replace two of the faculty positions.
- Faculty on long-term disability could be replaced by the employer or a request for their replacement could be made by the employer.
- There was a recent meeting between President Shaba, Dr. Audrey Penner (Vice President, Academic and Student Success) and the president of the Students' Administrative Council from the Timmins Campus about the Respectful Workplace Policy that included a discussion that the Policy is not being followed presently, in all instances.
- President Shaba observed that the Terms of Reference of the College Academic Council could be obtained to learn more about this committee.

7.2 Board of Governors Report (BoG)

No report was received, no report was presented.

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

1st Vice President David Silver reported that at the Haileybury Campus, there continue to be problems with the activities of the staff at the Accessibility Services office, including a direct negative influence on teaching and evaluation, and a potential problem with the Academic Appeal process. The problems need to be addressed at the UCC.

2nd Vice President

2nd Vice President Warren Schaffer shared that a Building Local and Division Capacity meeting was held in Sudbury, Ontario on April 2-3, 2016. This event was attended by Lad Shaba, David Silver and Warren Schaffer, with representatives from Cambrian College, Confederation College and Sault College and was hosted by OPSEU and CAAT-Academic. The event was beneficial for the members of the local to do some self-examination (the preparation documents had been distributed to all stewards by WS in February 2016 in order to receive information) and goal-setting, and to become more aware of the operation of other locals and trends in union concerns and activities at other schools. The OPSEU and CAAT-Academic representatives took an interest in the suggestions on desired improvements that were put forward by the locals. There may be increased opportunities for collaboration that result from the meeting.

Recently it has become known that the rates for claims to OPSEU and for the business of the local have changed.

7.4 Chief Steward

- Chief Steward Suzanne Tremblay reported that on March 16, 2016 a WRA hearing was convened with regards to a workload complaint with regards to course outline revision work undertaken by a faculty member. Management had a lawyer (Wallace Kenny) for the first time for a WRA for a workload complaint from Northern College faculty. In the end, the workload was recognized by changing the faculty member's SWF.
- There are three grievances currently making their way through the process of Article 32.
- Northern College has expressed the desire that local 653 withdraw a staffing grievance associated with a recent move of a faculty member to management, but there are concerns over how that faculty member's workload is being covered and if the position could be lost.
- A grievance meeting will be convened with regards to faculty having an excess number of teaching weeks on their SWFs.
- Grievances with regards to the Faculty Training Event (occurred August 31, 2015 to September 2, 2015) are scheduled for arbitration on September 2, 2016.
- There is a concern over the icy conditions in the parking lot at the Timmins campus, including that the icy conditions resulted in a person falling and breaking their leg recently.

8.0 Reports of Committees

8.1 WMG

Union co-chair Warren Schaffer reported the following from recent meetings:

March 11, 2016 meeting – items included:

- Immediately prior to the March 11, 2016 CWMG meeting, a one-page communication was distributed by management with their sequence of steps to be undertaken for annual workload planning and SWF processes. The union responded with immediate feedback about deficiencies in the document, but also that there would be written comments provided back to management – this follow-up response has yet to occur.

- Management had emailed (on February 5, 2016) their interpretation of the workload complaint process, proposed to be accepted and followed. The union expressed disagreement with the contents, for reasons including that it was not complete. The process guide and sequence put forth by management will not be accepted nor used.
- Management is reviewing the local agreement for the workload associated with Open House that was proposed by the local.
- The union submitted suggestions for revisions to the form for notice of longer than 8-hour workday.
- The union requested information with regards to the nature of work and the SWF allocation for faculty work on committees.

April 1, 2016 meeting – items included:

- Management expressed that revisions to course outlines are part of standard workload for faculty. According to management, the movement to the COMMS system for course outlines will start with programs administered by Doug Clark, with professional development (currently being planned) and work to be scheduled during the non-teaching period following discussion with faculty. When asked if the workload would appear on a SWF, management responded that the work and professional development would be undertaken based on the contents of Article 11.08 and that discussion was inferred to be acceptable to comply with Article 11.08's reference to "mutual consent and agreement will not be unreasonably withheld".
- Management committed to clarify/address previous questions with regards to the nature of work and the SWF allocation for faculty work on committees.
- Management expressed that they had provided feedback to the local with regards to the draft local agreement for the workload associated with Open House that was proposed by the local.

OTHER items included:

Thank-you letter to old WRA and renewal of current (new) WRA.

At the LEC meeting it was revealed that revisions of the local agreement for the workload associated with Open House could be revisited as both the union and management might be awaiting revisions from the other. In addition, an older settlement document that has been located by local 653 with regards to work of this nature might prove useful.

8.2 CESC

No meeting has occurred.

8.3 UCC

Union co-chair Neal McNair reported that at the **March 18, 2016 meeting**, there was information shared with regards to the Northern Colleges Collaborative Programming Project (involves Northern College, College Boreal, Cambrian College, Sault College, and Canadore College), including that it will lead to unifying and common course outlines, marking and textbooks. The Project could lead to a loss of autonomy in course development and delivery and input for college faculty.

Northern College has requested input from local 653 with regards to a college policy. The deadline for the input is April 15, 2016, but the next meeting of the UCC is scheduled for a time in May 2016. The next steps could be that the union members of the UCC could provide input with regards to the college policy, or there could be request to have a UCC meeting, or there could be a new special effort for the union members of the UCC to consult with Northern College faculty.

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

No items were brought forward for this item specifically.

8.5 Return to Work

No items were brought forward for this item specifically.

9.0 Unfinished Business

No items were brought forward for this item specifically.

10.0 New Business

10.1 – Process Map for INCIDENT RESOLUTION rev Mar 24 2016

This item was not discussed because the flow chart needs to be send out.

10.2 – General Membership Meeting in Haileybury

The general membership meeting is scheduled for Friday, May 6, 2016, to be held in Haileybury. Work has started (by Secretary, Warren Schaffer) to arrange for the use of the OPSEU hall at 11 Riverside Drive in New Liskeard. The forms and materials for the general membership meeting will be sent to Warren Schaffer from Neal McNair.

10.3 – Freedom of Information Request: Expenses for Management legal counsel

President Shaba shared that he is going to make an informal request to obtain information from management on their current expenditures on legal counsel, and failing that, he will make a formal Freedom of Information Request from them for same.

10.4 – Manager position: Timmins

The LEC had a brief discussion that there should be a management position who is required to be resident in Kirkland Lake with the benefit of having a manager present in the community.

10.5 – Policy approval process

Already addressed in these minutes in the President's report.

10.6 – Statement of intent: WRA

Representatives of local 653 who sit on the CWMG will be making a statement that the local is not interested in renewing the current WRA. Possible names for a new WRA could be compiled and submitted to management at the CWMG table.

11.0 Campus Reports

President Shaba expressed that LEC members should forward information to him with regards to their requests for involvement in duties/functions involving union work (committees and positions) so that all is ready for his report to management in June 2016.

12.0 Adjournment

Meeting Adjourned at **5:53PM**

Moved: