

## **OPSEU Local 653 Meeting – LEC Minutes**

**Date:** Friday, February 26, 2016

**Location:** Haileybury Campus, Upstairs Boardroom and by Video

### **Attendance:**

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

### **Regrets:**

M. Studd, N. McNair, M. Veilleux

### **Taker of Minutes:**

W. Schaffer

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### **1.0 Call to Order**

President called the meeting to order at  3:30PM

### **2.0 Adoption of the Agenda**

#### **Additions under New Business:**

10.1 – Recording of lectures/recording discussion

**Motion:** That the agenda be adopted as amended

**Moved:** David Silver

**Seconded:** Kathy Smith

**Carried**

### **3.0 Minutes of Previous Meeting (Jan 15, 2016)**

**Motion:** That the minutes of Jan 15, 2016 be adopted as presented

**Moved:** Kathy Smith

**Seconded:** David Silver

**Carried**

### **4.0 Business arising from the minutes**

Article 27.12 – Union local president Lad Shaba will be recommending that the UCC send a letter to management to advise that the personnel lists from Northern College are being sent late. Lad Shaba also shared concern that Mike Studd (steward and Treasurer, local 653) has not be available to assist with the analysis or summarizing of the Article 27.12 information that has been received by local 653.

Concerns over Contact North will be addressed with additional information from the UCC committee.

The information shared by the local to management about the deficiencies of the current Hiring Policy will be addressed with additional information from the UCC committee.

There has been a general inactivity of management with regards to conditions and characteristics revealed during Health and Safety inspections at the Haileybury Campus (could see item 8.4 below).

The election of the new faculty representative to the Board of Governors of Northern College is currently underway.

There is an upcoming WRA hearing in mid-March to hear a workload complaint with regards to the new course outline format. Stewards are advised to counsel all faculty to seek time on their SWF with regards to this work, and that SWFs are not for work during the non-teaching period.

An update with regards to the status and development to the Massage Therapy program will be provided in the information from the UCC committee.

## 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, although it was noted by President Lad Shaba, that the motion from the January 15, 2016 will continue for the time being.

## 6.0 Correspondence

Second vice-President, Warren Schaffer shared an overview of an article that he saw in the **OPSEU This Week** newsletter (February 19, 2016, article entitle "*Colleges must stand for good jobs*"), in which Warren "Smokey" Thomas had a brief item that mentioned an occurrence at Northern College – this allegedly happened at the Timmins Campus:

"Right now, OPSEU is working to organize part-time support staff at all 24 colleges across the province.

We've signed up thousands of people already. When we have enough, we will apply to be certified as their bargaining agent.

But lately, things have changed. Several colleges – not all – have been interfering with our campaign. College managers are telling our organizers to leave. In one case at Northern College, they even told us we couldn't sign union cards in the union office.

Clearly, this is not in keeping with the Charter of Rights and Freedoms. We have the right to speak freely in this country. But there's another problem: the colleges should be supporting our organizing drive – not opposing it.

Students go to college to get the skills they need to land good jobs. And if they're lucky, they'll get a union job. Because no matter what your education, a union job is a better job. And colleges should recognize that.

The colleges seem to forget that they are public entities, supported by public dollars. In reality, the Premier is their boss. So when she says we need to do something about precarious work, they ought to listen."

## **7.0 Reports of Officers**

### **7.1 President**

President Lad Shaba shared that provincially, there is a trend that colleges in Ontario want to become universities (example: Sheridan College) and this has meant that these schools are hiring more faculty with doctorate degrees. On the provincial basis, it is noteworthy that some schools have a strong financial standing and some do not. There are also signs that colleges are being pressured to collaborate more (and possibly merge).

President Shaba shared that there are 72 full-time faculty who are currently working at Northern College – this is down from 85 full-time faculty about 7 years ago, and there could be 4 new full-time faculty retirements in the coming months at Northern College. The union local is continually vigilant about raising the interest to management that vacated full-time faculty positions need to be refilled in a timely manner. There are increasing pressures on the (decreasing numbers of) full-time faculty members. There are increasing occurrences of attacks on worker rights (including those outlined in Article 11 of the Collective Agreement).

President Shaba communicated that a Freedom of Information request has been filed by local 653 to obtain information with regards to the delivery of Northern College curriculum by Pures.

In recent months, the campaign to organize non-full time faculty at Ontario's colleges has restarted.

President Shaba expressed that presently labour relations at Northern College are downright confrontational in communications from management.

### **7.2 Board of Governors Report (BoG)**

None was made available. The position of faculty representative to the Board of Governors is currently vacant, but an election is underway.

### **7.3 Vice-Presidents (1st and 2nd)**

#### **1<sup>st</sup> Vice President**

David Silver shared observations that he feels that the union is currently being bypassed by management – including that information is incomplete and is being disseminated directly to faculty (without prior discussion with the union local) including in very informal ways like the blog posts of the Northern College Vice President of Academics and Students Success. There could be new work undertaken to organize and inform the membership of local 653, including with new consultations, new meetings and new open forums.

David Silver expressed concern that there are signs that some of the new initiatives proclaimed by management will likely require extra workload for full-time faculty (with the likelihood that this will not be appropriately recognized with regards to processes outlined in Article 11 of the Collective Agreement).

#### **2nd Vice President**

Warren Schaffer shared that there is a Building Local and Division Capacity educational set for April 2 and 3, 2016 in Sudbury. The organizers of the educational want the local union executives at each college in the province to go through an examination exercise (self-examinations – Local Assessment Tool) in preparation for upcoming meetings and the next round of collective bargaining.

It has been suggested that an extra LEC meeting be scheduled to contribute to this work.

### **7.4 Chief Steward**

Suzanne Tremblay shared good news that thank-you cards have been received from two individuals to whom the local recently sent condolences.

Suzanne Tremblay shared that there is an arbitration coming up soon with regards to staffing. A date of April 7, 2016 has been scheduled for the arbitration of a Union Policy grievance with regards to the Faculty Training Event (that occurred August 31, 2015 to September 2, 2015). A date of September 2, 2016 has been scheduled for the arbitration of a Group Grievance with regards to the recent Faculty Training Event (that occurred August 31, 2015 to September 2, 2015). Personal grievances from faculty at Northern College are making their way through the processes outlined in Article 32 of the Collective Agreement.

## 8.0 Reports of Committees

### 8.1 WMG

CWMG co-chair, Warren Schaffer had prepared and circulated materials to have a deeper consultation with LEC members at the LEC meeting.

- Meeting with supervisor about SWF – management insists that a new approach will be pursued going forward with one face-to-face meeting with each faculty to discuss their workload for the whole year (both semesters) in the spring of the year – the process for the winter SWF is that management will issue a communication about their willingness to meet to discuss the winter SWF but a meeting about the winter SWF will not be scheduled as per the routine approach → On ongoing account of dialogues on this issue has been provided to LEC members, following the WMG meetings, and in advance of this LEC meeting. A pointed discussion of this issue was undertaken at the LEC meeting.
  - **NEW:** The **discussion at the LEC revealed** that there is an interest in pursuing a Union Policy grievance with regards to the unacceptability of the actions of management on this issue.
- Course outline template – management insists that a new course outline format has been mandated with all course outlines to reflect this new format (with a potential deadline by fall 2016), the new course outline format has most recently been brought up as the implementation of the COMMS system, and management has stated that this COMMS system will be a staged implementation with Vet Sciences, Environmental Technician and Law Clerk programs to be done first, with work and training during the “May-June professional development period” – there is a grievance filed by one faculty member with regards to the workload associated with the new course outline format, with a WRA hearing scheduled for March 16, 2016 → On ongoing account of dialogues on this issue has been provided to LEC members, following the WMG meetings, and in advance of this LEC meeting. A pointed discussion of this issue was undertaken at the LEC meeting.
  - **NEW:** The **discussion at the LEC revealed** the need to recommunicate with management the lack of agreement with this extra workload and the need to see this time on individual SWFs. The LEC is interested to recommunicate with all faculty about the need to see this workload reflected on a SWF.
- Workload complaint process – the local had asked for an itemized workload complaint process description from management and the following has been received:
  - *After receiving final SWF, if teacher is not in agreement with total workload, meet to discuss with Supervisor. If no resolution is reached, fill out SWF Complaint Form.*
  - *Submit Complaint Form to Supervisor within 5 working days of receiving SWF.*
  - *Supervisor submits SWF and Complaint Form to WMG Co-chairs within 3 working days via email.*
  - *One or both Co-chairs submits SWF and complaint form to Human Resources Administrative Assistant to add to next agenda.*
 → On ongoing account of dialogues on this issue has been provided to LEC members, following the WMG meetings, and in advance of this LEC meeting. A pointed discussion of this issue was undertaken at the LEC meeting.
  - **NEW:** The **discussion at the LEC revealed** that there is an interest in there being a close examination of the workload complaint process description so that no steps and decision points are missed.

- The local has expressed an interest/concern that the last page of the SWF document needs to be revised to be more clear (I will attach an example to the next email) → On ongoing account of dialogues on this issue has been provided to LEC members, following the WMG meetings, and in advance of this LEC meeting. A pointed discussion of this issue was undertaken at the LEC meeting.
  - **NEW:** The **discussion at the LEC revealed** that there is support for efforts to critically examine the last page of the SWF document and to make recommendations for revisions.
- Open House – the local has expressed that they are aware that an Open House event is planned for a Saturday in the spring, and there is a demand that this be paid with overtime or make it voluntary, an interest has also been expressed that a new local agreement with regards to like workload could be drafted → On ongoing account of dialogues on this issue has been provided to LEC members, following the WMG meetings, and in advance of this LEC meeting. A pointed discussion of this issue was undertaken at the LEC meeting.
  - **NEW:** The **discussion at the LEC revealed** that there should be a local agreement drafted and proclaimed by local 653 and management with regards to the Open House event, in keeping with Article 11.01 L3. This local agreement should contain particulars on overtime to be paid out (with time and a half for weekend work) and also an option for faculty to waive the overtime payment to receive time and a half in lieu of the payout.

### **Also:**

The form for documenting faculty work days that are longer than 8 hours is being revised with input of local 653.

The composition of the CWMG is changing with the retirement of Tory Hanson – the new management co-chair has not been identified at this time.

An effort will be undertaken to identify a new WRA – unfortunately, the schedule for WRA hearings has been greatly extended due to the unavailability of the WRA and the Collective Agreement identifies that WRA hearings are expected to be informal and expeditious.

### **8.2 CESC**

No meeting has occurred.

### **8.3 UCC**

David Silver shared items, including that discussions of the Occupational Therapy program have revealed that the program is not continuing and there has been no marketing.

It has been revealed that the Massage Therapy program at the Kirkland Lake campus has 9 applicants but no applicants have been contacted to further advance their registrations, and no marketing has occurred despite the concerns expressed by local 653.

The new Northern College Medical Certificate for out of town medical appointments has a section 5 that requires more clarification, especially for management to explain when it is invoked.

There is no new information with regards to the delivery of Northern College curriculum by Pures.

From the January 15, 2016 LEC minutes: Local 653 expressed concerns over the lack of uniformity with regards to testing for students in the Accessibility Services areas of the Northern College campuses.

Northern College has communicated that there will be a committee formed with regards to Accessibility communications and testing – the makeup of the committee is not presently known.

From the January 15, 2016 LEC minutes: Local 653 expressed concerns that the Hiring Policy of Northern College needs to be (more) inclusive of First Nations communities. These concerns were reiterated.

Local 653 expressed an interest that faculty who teach from home might be entitled to a tax credit (using the form CRA T2200) for home office tax deduction. Management has communicated that they are unwilling to support or assist faculty who wish to use the form.

A new Emergency Management and Business Continuity Committee has been formed at Northern College, but surprisingly, there are no faculty members on the committee.

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

Peter McDonagh (Health and Safety representative, Haileybury Campus) presented concerns over inactivity of management following observations that he has made during health and safety inspections at the Haileybury Campus, and also concerns over the proceedings within the Health and Safety compliance at Northern College. On September 22, 2015, management received a letter with items to be addressed, as revealed during workplace inspections – there was no adequate response within the required 21 days. On October 13, 2015, Northern College received a notice from the Ontario Ministry of Labour with regards to the need for materials handling training. The notice was acted on by Northern College in mid-February 2016, with a deadline for the completion of the training by March 1, 2016 – there are suspicions that the training will not be completed by the intended participants in this timeframe.

Minutes of the Health and Safety meetings have not been made available to participants and there are concerns about the accountability of management to the effort required to address the issues found.

President Lad Shaba offered that he is willing to proceed through the chain of command with regards to the items noted and that the Ministry of Labour may need to assist with deficiencies.

#### **8.5 Return to Work**

No meeting has occurred.

#### **9.0 Unfinished Business**

Nothing.

#### **10.0 New Business**

10.1 – Recording of lectures/recording discussion

It was discussed that at some other colleges in Ontario, students are making recordings (including audio recordings of faculty) without permission. Students need to have permission to make recordings.

#### **11.0 Campus Reports**

At the Kirkland Lake campus, a faculty member received a Performance Appraisal that was later revised by the Northern College Vice President of Academics and Students Success with criticisms of the goals content that had been prepared. It was observed by the LEC that this is inappropriate – because faculty have one only supervisor and because goals for faculty should also provide details on training that will be provided to support.

#### **12.0 Adjournment**

Meeting Adjourned at 6:00PM

**Moved:** Lad Shaba