

OPSEU Local 653 Meeting – LEC Minutes

Date: Friday, May 6, 2016

Location: OPSEU Union Hall, New Liskeard, Ontario

Attendance:

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

Regrets:

M. Veilleux

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President called the meeting to order at __10:05AM__

2.0 Adoption of the Agenda

Additions under New Business:

None

Motion: That the agenda be adopted as provided

Moved: Neal McNair

Seconded: Kathy Smith

Carried

3.0 Minutes of Previous Meeting (April 9, 2016)

Motion: That the minutes of April 9/2016 be adopted as presented

Moved: David Silver

Seconded: Lorrie Irvin

Carried

4.0 Business arising from the minutes

None

5.0 Treasurer's Report

Treasurer submitted his Balance Sheet dated 02/05/2016, and Income Statement 01/05/2016 to 29/04/2016.

Categories of financial information could be renamed – “General Membership” could be renamed “General Operating”; “CESC, etc.” could be renamed “Union College committees”.

There was some discussion that a new category could be made to provide a line about allocation for education, although this was not actually undertaken.

A Proposed Budget for the period of May 1, 2016 to April 30, 2017 was presented and was revised to reflect the possible need to increase the allotment for purchased time (increase of approximately \$3000 may be required).

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

Moved: Kathy Smith

Seconded: David Silver

Carried

2) **Motion:** Authorize payment of all outstanding expenses

Moved: Kathy Smith

Seconded: Lorrie Irvin

Carried

3) **Motion:** To approve the budget (as presented with revisions).

Moved: Kathy Smith

Seconded: David Silver

Carried

6.0 Correspondence

None was presented, nor discussed.

7.0 Reports of Officers

7.1 President

President Lad Shaba shared that labour relations are not improving. It has been necessary for the local to pressure management to provide information and to conduct functions like filling vacant faculty positions. There are signs that information with regards to the contract to Pures for delivery of Northern College curriculum may be released to Local 653 in confidence.

There have been multiple instances identified of exceeding the maximum allowable teaching weeks for faculty. These exceedances will be addressed by management at an upcoming scheduled meeting.

A recently released grievance arbitration (Grievance #2015-0613-0011, from February 18, 2016; Chair: John Stout) provides interesting information with regards to the tone and language that could be permissible/deemed acceptable during interactions with management.

7.2 Board of Governors Report (BoG)

None was available, none was presented.

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

1st Vice President David Silver reported that a recent request by Local 653 for there to be a CESC committee meeting was denied by management.

2nd Vice President

2nd Vice President Warren Schaffer shared that he has been busy with specific and general projects and that he will present details in his report to the General Membership Meeting to follow this LEC meeting.

7.4 Chief Steward

Chief Steward Suzanne Tremblay shared that details of her recent work will be presented in her report to the General Membership Meeting to follow this LEC meeting.

8.0 Reports of Committees

8.1 WMG

It was suggested that the recent WMG work could be presented at the General Membership Meeting to follow this LEC meeting.

At an opportune moment in the discussions at this meeting, Union Co-chair Warren Schaffer presented that at the April 29, 2016 meeting, the local expressed that we are not in favour of renewing the current WRA. Local 653 put forward two potential approaches for a new WRA

- 1) having a local WRA (names suggested by local 653 were Don Dekker, Peter MacLean, Steve Boaro, and Jane Blackwell) **OR**
- 2) identifying/negotiating to have 3 WRAs identified on the roster of available arbitrators and when a WRA is needed, the WRA with the earliest availability could be used

At an opportune moment in the discussions at this meeting, Union Co-chair Warren Schaffer presented that at the April 29, 2016 meeting, the local had asked questions for clarity with regards to the nature of work and the SWF allocation for faculty work on committees. Management responded that the Program Development Committee work appeared on SWFs and the work is now completed. Management responded that the Quality Assurance Committee terms of reference have been circulated and there is time on SWFs for participating faculty (Church, Silver, Jewitt and Zafiris).

8.2 CESC

Union co-chair Neal McNair shared that Local 653 has recently put forward a request that a CESC meeting be convened – the Terms of Reference for the CESC committee were included with the meeting request.

8.3 UCC

Union co-chair Neal McNair shared that information will be contained in his report to the General Membership Meeting to follow this LEC meeting.

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

No report presented.

8.5 Return to Work

Chief Steward Suzanne Tremblay shared that 5 meetings have been held for 4 faculty members and only a few have required accommodations. Management participation and responses to the return-to-work processes was problematic due to the absence of a manager.

The Return to Work process could be improved with some new paperwork

- 1) a waiver could be created to document approval and recognition of a faculty member's willingness to return to work
- 2) a form could be created to provide documentation to the union that a faculty member is off work.

9.0 Unfinished Business

None

10.0 New Business

None

11.0 Campus Reports

None

12.0 Adjournment

Meeting Adjourned at ___**12:00PM**___