

OPSEU Local 653 Meeting – LEC Minutes

Date: Friday, November 18, 2016

Location: by Video

Attendance:

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

Guest:

Peter McDonagh, Health and Safety (faculty representative), Haileybury Campus

Regrets:

N. McNair

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President called the meeting to order at **__3:34PM__**

2.0 Adoption of the Agenda

Additions under New Business:

10.1 – BAC (LS)

10.2 – Local snapshot (WS)

10.3 – Workload issues related to teaching by distance and multimodal delivery (KW)

10.4 – Student supervision (KW)

10.5 – Part-time campaign coordinator

Motion: That the agenda be adopted as amended

Moved: Lorrie Irvine

Seconded: Suzanne Tremblay

Carried

3.0 Minutes of Previous Meeting (Oct 28, 2016)

Motion: That the minutes of Oct 28/2016 be adopted as presented

Moved: Kathy Whelan

Seconded: Kathy Smith

Carried

4.0 Business arising from the minutes

President Shaba observed that the Board of Governors report will not be available for this meeting, but that the Board of Governors representative for faculty will be contacted and that future LEC meetings could have a report presented.

A ledger report on finances for the local has been prepared, and this ledger report could be sent to the bookkeeper who is working for the local.

Cards of condolence were sent out to appropriate faculty and staff of Northern College.

5.0 Treasurer's Report

President Lad Shaba shared that a plan needs to be prepared for continuity of the Treasurer duties and assistance for the Treasurer. The Treasurer for the local and the current bookkeeper will need to work on a division of duties, with the participation of the local President. President Shaba suggested that the bookkeeper could do tasks, with the Treasurer acting as overseer. The local President has been covering duties in recent months, but this will cease when the new division of duties is activated.

President Shaba shared that the audit reports for the local are up to date and that the rebate monies have been received.

President Shaba shared that while he was attending a recent provincial meeting he spoke to an OPSEU representative about the Northern Lights Grant money and that it has become known that local 653 could reapply for the Northern Lights Grant.

President Shaba shared that the application for charge back expenses could be filed.

The financial statement dated November 17, 2016 (through October 2016), and a General Ledger as of October 31, 2016 were presented.

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

Moved: David Silver

Seconded: Suzanne Tremblay

Carried

2) **Motion:** That the treasurer or treasurer designate be given the authority to pay all outstanding expenses

Moved: Lorrie Irvine

Seconded: Warren Schaffer

Carried

6.0 Correspondence

2nd Vice President Warren Schaffer shared brief overview content from pertinent and timely correspondence, on topics:

- SWF evaluation factors
- Use of videos during teaching
- Workload recognition of multi-modal delivery
- The DivEx meeting and OPSEU management meeting that occurred on November 1, 2016.

7.0 Reports of Officers

7.1 President

President Lad Shaba made the observation that there is currently no mechanism to resolve student complaints or to vet student complaints at Northern College. 2nd Vice President Warren Schaffer observed that he is aware that one other college in Ontario has a full-time provost to undertake this work.

President Shaba shared that Northern College has contacted the local to express an interest in settle grievances concerning SWFs in illegal overtime (>47 hours/week) but that the consultation has not followed proper channels.

President Shaba shared that as a result of a recent arbitration hearing, a mediator will be working with a manager and a faculty member to assist with relationship-building. The College has agreed to pay for the mediation, but the local would like to have some input into the choice of the mediator.

President Shaba shared that it has become known that a faculty member on short-term disability has been contacted to furnish medical information to a 3rd party agency (agency is Acclaim Disability Management from Sudbury, Ontario), and that this is different than what has been experienced by faculty in the past. The faculty member had benefits discontinued retroactively, but these benefits were restored following an objection by local 653. Local 653 has asked management to provide information on the criteria for referring a short-term disability case to a 3rd party agency, on the roles of the 3rd party agency and management when referrals arise, and on the authority possessed by the 3rd party agency when referrals arise.

President Shaba shared that a dedication plaque was prepared and a dedication ceremony was held for Lanny Jones at the Kirkland Lake Campus. Overall the effort from Northern College to advertise and organize this event was limited.

President Shaba shared that he had a meeting with the President and executive of the Northern College Student Association at the Timmins Campus, and that meetings with the President and executive of the Northern College Student Association from the other campuses will be arranged. The purpose of these meetings is to open lines of dialogue between the Northern College Student Association and local 653, to provide some information about the student complaint process and policies at Northern College, to provide some information on the state of post-secondary education in the province of Ontario, and to express that bargaining between college faculty and the province of Ontario is about to begin (with some information on possible areas of interest).

President Shaba shared that Minister Deb Matthews (Ministry of Advanced Education and Skills Development) will be visiting colleges in Ontario and has expressed an interest in meeting the LEC of local 653. LEC members who are available could participate in the meeting with Minister Matthews.

In later discussions, President Shaba made a suggestion that the minutes of the Union/College committees could be stored in a password-protected directory/server space for access by LEC members.

7.2 Board of Governors Report (BoG)

None available.

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

1st Vice President David Silver did not have a report.

2nd Vice President

2nd Vice President Warren Schaffer expressed an interest in learning more about the content and considerations for the report that is received by the local under Article 27.12. It was suggested that the recently received Article 27.12 report could be sent to Treasurer Mike Studd for considerations.

7.4 Chief Steward

Chief Steward Suzanne Tremblay reported that a recent grievance filed by the local with regards to the lack of indigenous faculty at Northern College was responded to by management, but that there has not necessarily been a resolution to the matter. Northern College President Fred Gibbons shared that Northern College has made an effort to hire indigenous faculty and that a committee to accomplish this work was formed some time ago. It has been noted that the Terms of Reference for hiring indigenous faculty need to be set and that consultations and implementation of recommendations could follow.

Chief Steward Suzanne Tremblay reported that a complaint with regards to a SWF for a faculty member from the Kirkland Lake Campus has been resolved.

Chief Steward Suzanne Tremblay reported that faculty from the Timmins Campus are aware of evaluations that are coming up.

Chief Steward Suzanne Tremblay reported that faculty should investigate and consider critical illness insurance as recently explained by payroll and benefits staff from Northern College (including information in email form).

Chief Steward Suzanne Tremblay reported that recently a SWF document was mailed out to a faculty member who was on leave.

8.0 Reports of Committees

8.1 WMG

Union co-chair Warren Schaffer shared that there has not been a meeting of this committee since the last LEC meeting, but that there are important items that remain to be worked on, including the appointment(s) and arrangements for workload arbitrations.

Later, there was discussion that partial load faculty would benefit from having specific guiding information about workload and timing of salary increases and that this overview information could be prepared by the local for distribution to partial-load faculty.

8.2 CESC

It was shared that there has not been a meeting of this committee since the last LEC meeting.

8.3 UCC

David Silver (UCC committee member) shared that at the November 18, 2016 UCC committee meeting:

- There was discussion about the Northern Colleges Collaborative Programming Project. At Northern College, at this stage there is one course in the Business program that will be part of the Project (Introduction to Business Concepts). Management has expressed that the Northern Colleges Collaborative Programming Project is financially beneficial to Northern College.
- Union co-chair Neal McNair shared it has become known that Northern College is preparing a form for persons to self-identify as indigenous. Local 653 has expressed reservations about the form and that this information-gathering will need to be handled delicately. It is not known when the new form will be used.
- Union co-chair Neal McNair shared that the Respectful Workplace Policy was briefly discussed.
- Union co-chair Neal McNair shared that there was a discussion about the person(s) responsible/assigned to take minutes at Union/College committee meetings. Northern College expressed their feeling that support staff are too busy to take minutes at Union/College committee meetings and that faculty should be taking minutes. Local 653 asked management to provide references about this work for faculty in the Collective Agreement.

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

Peter McDonagh (Health and Safety representative from the Haileybury Campus) shared the following:

- There will be a document with information with regards to items noted during Health and Safety inspections shared with the UCC.

8.5 Return to Work

Suzanne Tremblay observed that there may need to be a follow-up with regards to the arrangements for a faculty member from the Timmins Campus.

9.0 Unfinished Business

None.

10.0 New Business

10.1 – BAC

President Lad Shaba shared that as part of the bargaining for the next Collective Agreement, there will be a new additional Bargaining Advisory Committee to assist the Bargaining Team and the local presidents. Each college is supposed to have a delegate on the new Bargaining Advisory Committee. President Shaba asked for nominations to the Bargaining Advisory Committee. President Shaba nominated Peter McDonagh to the Bargaining Advisory Committee. The LEC voted to have Peter McDonagh serve as local 653's representative to the Bargaining Advisory Committee.

10.2 – Local snapshot (WS)

Second Vice-President Warren Schaffer put forward an idea that there should be an effort for individual LEC members to compile and summarize a description for each LEC member, including: President, 1st Vice-President, 2nd Vice-President, Treasurer, Secretary, Chief Steward, Associate Chief Steward, Communication Officer, committee co-chairs, Steward.

The effort could be very beneficial for building the local capacity of the local and increasing its effectiveness and for better preparing for the future including retirements and changes in the LEC membership. The descriptions could be used as a basis for individual LEC members to work on their own plan for goal-setting and development.

President Shaba offered that there is a possibility to LEC members attend educationals at other colleges but that this might be cost-prohibitive. There is a possibility for educationals to be provided by OPSEU (especially on interesting topics like Article 11). This item will be kept on the LEC agenda.

10.3 – Workload issues related to teaching by distance and multimodal delivery (KW)

This item was briefly discussed at the last LEC meeting (October 28, 2016). LEC members most closely associated with the issue will gather and compile information on this topic for presentation at an upcoming CWMG meeting (with distribution to CWMG members in advance).

10.4 – Student supervision (KW)

This item was briefly discussed at the last LEC meeting (October 28, 2016). LEC members most closely associated with the issue will gather and compile information on this topic for presentation at an upcoming CWMG meeting (with distribution to CWMG members in advance).

10.5 – Part-time campaign coordinator

President Shaba shared that an individual will be contacted to assist with the new campaign to incorporate more input from partial-load faculty during bargaining for the new Collective Agreement.

11.0 Campus Reports

None.

12.0 Adjournment

Meeting Adjourned at 5:47PM