

OPSEU Local 653 Meeting – LEC Minutes

Date: Friday, October 28, 2016

Location: Rooster's Restaurant, New Liskeard, Ontario

Attendance:

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

Regrets:

L. Irvine, M. Studd

Guest:

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

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President called the meeting to order at **_3:53PM_**

2.0 Adoption of the Agenda

Additions under New Business:

10.1 – Pre-bargaining conference report

10.2 – Workload issues related to teaching by distance and multimodal delivery

10.3 – Student supervision

10.4 – Local snapshot

Motion: That the agenda be adopted as amended

Moved: Kathy Whelan

Seconded: David Silver

Carried

3.0 Minutes of Previous Meeting (Sept 16, 2016)

Minutes should be modified to indicate that the Financial Statement (Item #5) was tabled on behalf of the Treasurer.

Motion: That the minutes of Sept 16, 2016 be adopted as modified.

Moved: Kathy Smith

Seconded: Neal McNair

Carried

4.0 Business arising from the minutes

According to the bookkeeper, the relative contents Debit and Credit columns in the financial statement are not reason for concern – overall, the information required for the statement is complete.

The service agreement for the bookkeeper is not complete at this time.

Johanne Carbonneau (faculty representative to the Northern College Board of Governors) will send a report to be tabled at a future LEC meeting.

5.0 Treasurer's Report

Financial statement dated October 27, 2016 was submitted. Overall, the finances for the local are currently in deficit because funds have not yet been received based on partial-load faculty numbers.

There was discussion of the need to cover expenses that have arisen from purchases of cards and (small, inexpensive) gifts that were sent to Northern College faculty and staff affected by illness or loss.

Motion: That the local be authorized to cover expenses for cards and (small, inexpensive) gifts for Northern College faculty and staff (who have been affected by illness or loss).

Moved: David Silver

Seconded: Neal McNair

Carried

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

Moved: K. Whelan

Seconded: D. Silver

Carried

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

Moved: Neal McNair

Seconded: S. Tremblay

Carried

6.0 Correspondence

No items presented.

7.0 Reports of Officers

7.1 President

President Lad Shaba presented that he (and Peter McDonagh) attended an Ontario Federation of Labour conference on Bill 138 with regards to including information on sexual harassment into the Occupational Health and Safety Act, which happened on October 6, 2016, in Toronto. There is a concern that Northern College has apparently developed the procedures that will be implemented with the legislative changes without the input of local 653. The local would like to ask the college how it came up with the procedures, as the local has a right to be part of setting this content. The local has observed that the content released by Northern College to date seems to be largely gathered from other organizations/institutions with little original material. President Shaba and Peter McDonagh also shared that there are now requirements for a 3rd party investigator to be active if the manager is accused under the Act. An observation was shared that faculty may be better off using the (grievance) process contained in the Collective Agreement or also the harassment policy at the school if concerns/conditions present themselves. An observation was shared that the language of the Collective Agreement could be strengthened to better reflect the new requirements as specified by Bill 138.

President Shaba provided an update with regards to the return to work of Mike Studd (faculty, business program, Kirkland Lake Campus).

President Shaba provided information from the pre-bargaining conference for college faculty that occurred in fall 2016, based on setting the content of the next Collective Agreement. With this round of bargaining there will be a provincial bargaining team, but also advisory committees from the regions of the province. The advisory committees will be composed of full-time and partial-load faculty elected to participate. Demand-setting consultations will be starting up soon.

President Shaba shared that there is an awareness that the local would benefit from having access to a representative from OPSEU head office to assist with the concerns of faculty at Northern College.

7.2 Board of Governors Report (BoG)

None available, none presented.

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

1st Vice President David Silver had nothing to report.

2nd Vice President

2nd Vice President Warren Schaffer provided a brief overview of a recently published article on the validity of student evaluations of teaching in post-secondary programs.

7.4 Chief Steward

Chief Steward Suzanne Tremblay reported that she has been made aware of a faculty member who has recently had her disability insurance cancelled with very little notice, due to her age. This has been distressing to the faculty impacted.

Chief Steward Suzanne Tremblay reported that the SWFs for faculty in the Social Work Program do not accurately reflect their workload.

Chief Steward Suzanne Tremblay reported that there has been a faculty member who was required to work with a 3rd party medical examiner when off sick from work.

8.0 Reports of Committees

8.1 WMG

Union co-chair Warren Schaffer shared information from the October 14, 2016 meeting:

COMMS

- Management expressed that faculty will be scheduled to do COMMS work during the Mid-Winter Break and that there have been recent discussions with regards to the template to be used by faculty

Complaints

- Union 653 shared that there are multiple faculty whose SWFs and timetables do not match and that they must match
- As part of the discussion, union 653 expressed that there should be a universal and standard way of presenting tutorial hours on SWFs that should be used by all managers – management agreed to discuss this issue at a management meeting
- Union 653 expressed that there are SWFs for faculty from the Haileybury Campus that have not been received

SWF form

- This item is to be left on the agenda, pending a discussion of the SWF document contents with the LEC

- Discussion at the LEC meeting revealed that there were no new changes to the SWF form that are proposed at this time.

Enrichment Day

- Management expressed that the time for Enrichment Day that currently appears on SWFs may not be used in the near term but may be used at a future time
- Union 653 expressed that SWF allotments cannot be carried forward

Minutes of meetings

- Union 653 expressed that the current approaches for taking and distributing minutes of the CWMG are not effective because of gaps/lack of detail and lack of timeliness of distribution. There is an interest in receiving the minutes of meetings with the call for agenda items of the next meeting with minutes with good detail that can be reviewed and augmented at the next meeting
- Management did not offer strong explanations nor commitments

New WRA

- Union 653 had distributed a draft letter about the appointing of a new WRA, with the request that 3 WRAs be appointed and used according to who was available first
- Management responded with a counter-proposal that Ian Anderson would be appointed as the primary WRA with Bill Stephens as the alternate (both were suggested by local 653 in May 2016 at a CWMG meeting)

- Discussion at the LEC meeting indicated that it was acceptable to proceed with the recommendation for the appointments as have been proposed by management at the CWMG meeting

Union co-chair Warren Schaffer shared information from the October 28, 2016 meeting:

COMMS

Management indicated that faculty in the business program will not do COMMS training and have not been SWFed.

SWFs

There was a discussion on the process involved following a workload complaint by faculty. Local 653 stressed that there should be a formal communication outlining the response/ruling of the CWMG that should be sent out to faculty following their presentation of a complaint to the CWMG – this approach has been used in the past but only inconsistently in recent years. There is also a need for management to send a revised SWF to the faculty in question that will spell out any updates/modifications that have been made in response to their complaints raised, as well as particulars on workload items that were not changed in response to the complaints they raised, and that this process needs to be spelled out in a form that all can reference and use universally.

8.2 CESC

Union co-chair Neal McNair shared that there is no report as no new meetings have occurred.

8.3 UCC

Union co-chair Neal McNair shared that at the most recent UCC meeting, there was a discussion about the Northern Colleges Collaborative Project. Management shared that there will be no impacts on staffing by faculty at Northern College. There is one faculty member from the business program at Northern College who is currently working on the Northern Colleges Collaborative Project. Local 653 still has questions about the Northern Colleges Collaborative Project, including:

- Who is involved?
- What is the training?

- What will be the steps and implications for using the D2L format?

Union co-chair Neal McNair shared that local 653 raised questions about the program marketing conducted by Northern College to potential students and interested parties.

Union co-chair Neal McNair shared that local 653 raised questions about:

- PD days
- faculty being expected to take minutes at meetings when this has not been reflected on their workload
- Course evaluations
- The conflict resolution/student complaints process
- Requirements that faculty stay at the school to be available to respond to questions during evaluations at a time in excess of their 8-hour work day.

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

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

- There has been no follow-up from management with regards to items/violations noted during Health and Safety inspections
- A recent survey was sent out to gather information with regards to safety via a SurveyMonkey electronic format – the results of the survey will need to be shared/gathered with/by local 653 Health and Safety representatives
- There is an interest that the actions and responses of management with regards to safety need to be checked.

8.5 Return to Work

A faculty member from the Timmins Campus has returned to work.

9.0 Unfinished Business

None presented.

10.0 New Business

10.1 – Pre-bargaining conference report

See section 7.0 Reports of Officers - 7.1 President (above).

10.2 – Workload issues related to teaching by distance and multimodal delivery

Multiple faculty, from multiple campuses, in multiple programs are concerned over workload that has arisen because of the multiple formats for content delivery to multiple sections of students, including how this workload is addressed on a SWF. It was suggested that these concerns might be appropriate for discussion at the CWMG and that a summary of concerns could be prepared and distributed to the faculty on that committee.

10.3 – Student supervision

Multiple faculty, from multiple campuses, in multiple programs are concerned over workload that has arisen because of the supervision of students (including students on placement), including how this workload is addressed on a SWF. It was suggested that these concerns might be appropriate for discussion at the CWMG and that a summary of concerns could be prepared and distributed to the faculty on that committee.

10.4 – Local snapshot

This item was not discussed before the meeting was adjourned.

11.0 Campus Reports

None

12.0 Adjournment

Meeting Adjourned at **6:23PM**