

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

**Date:** Friday, September 16, 2016

**Location:** Timmins, Ontario, Fish Bowl Restaurant

### **Attendance:**

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

### **Guest:**

Peter McDonagh, faculty member, Northern College, Haileybury Campus, Health and Safety Committee member

### **Regrets:**

K. Whelan

### **Taker of Minutes:**

W. Schaffer

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### **1.0 Call to Order**

President called the meeting to order at **\_\_3:43PM\_\_**

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

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

10.1 – Sept 24 faculty Part-time day

10.2 – OFL Conference on Bill 132 on October 6, 2016 in Toronto

10.3 – Pre-bargaining Conference – election of alternates

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

**Moved:** Neal McNair

**Seconded:** Suzanne Tremblay

**Carried**

### **3.0 Minutes of Previous Meeting (May 6, 2016)**

**Motion:** That the minutes of May 6, 2016 be adopted as presented

**Moved:** David Silver

**Seconded:** Kathy Smith

**Carried**

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

None

### **5.0 Treasurer's Report**

The financial statement was provided by President Lad Shaba (Financial Report for September 16, 2016 LEC meeting - dated September 14, 2016). [Note: it was observed that seemingly, the credit and debit columns on the statement have been switched]

The categories renaming work on the financial statement is being addressed.

It has become known that the bookkeeper presently working for the local will charge \$100/month, and her services could be accessed for 10 months per year (to cover the academic year). At present, the bookkeeper needs to be paid for her services to date. The division of labour for the bookkeeper and the Treasurer needs to be investigated. There is a need to investigate the union bylaws to reveal the appropriate division of labour. President Lad Shaba, the bookkeeper, and the LEC could draft contract language for ongoing services. Audit reports have been completed and submitted.

**Motion:** Local 653 will secure the services of the bookkeeper to do bookkeeping for the local for a fee of \$100/month, for a period of one year that commenced when the bookkeeping work began.

**Moved:** Lorrie Irvine

**Seconded:** Kathy Smith

**Carried**

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

**Moved:** David Silver

**Seconded:** Neal McNair

**Carried**

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

**Moved:** David Silver

**Seconded:** Lorrie Irvine

**Carried**

## 6.0 Correspondence

None

## 7.0 Reports of Officers

### 7.1 President

President Lad Shaba shared that there have been two recent arbitration hearings:

- On September 2, 2016, an arbitration hearing was convened with regards to a Group Grievance filed by faculty at Northern College with regards to the Faculty Training Event (that occurred August 31, 2015 to September 2, 2015) and a violation of Article 11.08. In his decision, the arbitrator found that consent from faculty for participation in the event was absent, supporting the union's assertion that Article 11.08 was violated.
- On September 9, 2016, the arbitration hearing was not convened with regards to the coordinator duties in the Mining and Instrumentation programs at Northern College. The union dropped the grievance.

For a period of months, local 653 has engaged management to identify and appoint a new WRA (including with the efforts of the union executive and members of the CWMG committee). In the summer of 2016, Northern College Fred Gibbons made it known that the WRA would have to have conditions that he had set. The conditions were judged to be unacceptable by the union. The union will draft a proposal to management for a WRA to be arranged through the Ministry of Labour for a period of 1 year.

Following an arrangement with management, the document that sets out the terms of reference for Pures (a private educational company in southern Ontario that is teaching Northern College curriculum, and granting Northern College diplomas) was examined briefly by three members of the union executive. An effort will be made to have another access to the terms of reference document.

The Massage Therapy program is currently running at the Kirkland Lake campus.

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

None

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

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

None

### **2<sup>nd</sup> Vice President**

2<sup>nd</sup> Vice President Warren Schaffer offered the following information recently shared by management:

- There is an upcoming conference in Timmins (October 20 and 21, 2016) “The New Normal” will be focusing on the issues driving post-secondary education in Ontario
- A review of the funding formula for financial support of colleges in Ontario is underway
- Management at Northern College have expressed that they will be developing and distributing a 5-year academic calendar
- International recruitment (for new students and academic program delivery) is growing – into India
- Northern College faculty feedback on supervisor performance will be addressed specifically with and by each department.

## **7.4 Chief Steward**

Chief Steward Suzanne Tremblay shared that there is a personal faculty grievance hearing scheduled in November 2016. Other grievances filed by faculty are upcoming. Multiple grievances remain to be scheduled.

## **8.0 Reports of Committees**

### **8.1 WMG**

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

#### **May 20, 2016 meeting**

**New WRA** – The union raised the point that having a WRA in the region has advantages for lower cost and improved time availability, multiple candidates were suggested – including Peter MacLean, WS sent on information about additional candidates (including Ian Anderson, Barry Stephens) to management.

**COMMS** – The College indicated that they are picking through the process of implementation for the new course outline format (and getting course outlines into the new format), implementation varies by program, support staff will help, there is a triaging of fall course outlines, support staff will do non-F/T faculty course outlines and essential faculty work is with VLOs, faculty uploading is part of normal administrative duties (for readying their courses).

The union indicated that this is not part of regular work and is atypical, should be on SWFs and is not covered by article 11.08, and that this will eventually concern all faculty at Northern College.

This item will be left on the agenda.

### **June 2, 2016 meeting**

Warren Schaffer presented a workload complaint with regards to allotment of hours on his SWF, including tutorial hours. WS currently does not have a SWF.

Union presented memo from Richard Mason about PD days.

### **June 14, 2016 meeting**

Presentation and discussion of workload complaint from Marc Veilleux with regards to his interest in training.

### **8.2 CESC**

No new meeting has occurred.

### **8.3 UCC**

Union co-chair Neal McNair shared that at the September 16, 2016 meeting:

- management announced 6 new full-time faculty hirings – this could mean replacement for all recent retirements of faculty at Northern College
- management announced set vacation dates for the next 5 years
- the student complaint process was discussed.

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

It has become known that Tracy Simpson (faculty member, Timmins Campus) was to have gone into illegal overtime to assume Health and Safety duties.

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

The Annual General Meeting was held in Kirkland Lake:

- campus managers (Christine Bender and Al French) were frank with their observations that the Health and Safety inspection and response system at their campuses is not functioning
- there are 20 items that have been revealed by inspections at the Haileybury Campus that have never been responded to
  - o discussion at the LEC meeting concluded that information about these items should be sent to President Fred Gibbons
  - o discussion at the LEC meeting concluded that a summary of the items should be made available to the UCC
  - o discussion at the LEC meeting concluded that minutes of the Health and Safety Committee meetings should be sent to senior management at Northern College

The terms of reference for the Health and Safety Committee need to be updated.

Recently, new Violence and Harassment policies have been rolled out by management at Northern College.

The union local (through Health and Safety representatives) should have been consulted during development of these policies.

Supervisors at Northern College need to inspect and oversee safety in the workplace on some schedule.

Personal protective equipment should be provided to all workers.

### **8.5 Return to Work**

None

### **9.0 Unfinished Business**

None

### **10.0 New Business**

10.1 – Sept 28 faculty Part-time day

A day of action is planned for September 28, 2016 in order to show support for contract faculty at colleges in Ontario. Posters, buttons and post-cards will be available at the Timmins, Kirkland Lake and Haileybury Campuses on that day.

10.2 – OFL Conference on Bill 132 on October 6, 2016 in Toronto

On October 6, 2016 a conference will occur to provide information on Bill 132 (workplace Violence and Harassment). The cost is \$100/registrant.

**Motion:** That Lad Shaba and Peter McDonagh be sent to the OFL Conference on Bill 132 on October 6, 2016 in Toronto, as representatives of local 653.

**Moved:** Lorrie Irvine

**Seconded:** Neal McNair

**Carried**

10.3 – Pre-bargaining Conference

A pre-bargaining conference will occur in the fall of 2016.

**Motion:** That the local elect Suzanne Tremblay to serve as an alternate to attend the pre-bargaining conference.

**Moved:** Lorrie Irvine

**Seconded:** Neal McNair

**Carried**

### **11.0 Campus Reports**

None

### **12.0 Adjournment**

Meeting Adjourned at 7:03PM