

OPSEU Local 653 Meeting – LEC Minutes

Date: Friday, February 24, 2017

Location: Haileybury Campus, Upstairs Boardroom

Attendance:

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

Guest:

Peter McDonagh

Regrets:

K. Whelan, D. Silver

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President called the meeting to order at 3:40PM

2.0 Adoption of the Agenda

Additions under New Business:

10.1 PwC report

10.2 SMA

10.3 Stewards' May Election planning

10.4 Election of alternate to the demand setting meeting

10.5 Invitation to meet re Labour Relations

10.6 Local snapshot (WS)

Motion: That the agenda be adopted as amended

Moved: Neal McNair

Seconded: Suzanne Tremblay

Carried

3.0 Minutes of Previous Meeting (Jan 20, 2017)

Motion: That the minutes of Jan 20, 2017 be adopted as presented

Moved: Lorrie Irvine

Seconded: Mike Studd

Carried

4.0 Business arising from the minutes

None

5.0 Treasurer's Report

Treasurer submitted his financial statement dated February 24, 2017.

The Northern Lights Grant monies have been received by the local.

President Lad Shaba suggested that the Treasurer could undertake an effort to reveal how much money is currently being received in local dues as recognition of partial load faculty, and that this information could be shared with the LEC at a future meeting.

President Lad Shaba suggested that specific and meaningful professional development opportunities could be investigated by LEC members for consideration.

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

Moved: Lorrie Irvine

Seconded: Peter McDonagh

Carried

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

Moved: Suzanne Tremblay

Seconded: Kathy Smith

Carried

6.0 Correspondence

2nd Vice President Warren Schaffer shared some interesting items that have become available with content related to labour in post-secondary institutions in Ontario.

7.0 Reports of Officers

7.1 President

President Lad Shaba presented that a meeting of local presidents and the CAAT-Academic Divisional Executive occurred on February 20, 2017. At this meeting it was learned that a new strategy is being developed to present to OPSEU with regards to requesting increased support and additional new resources for the locals at Ontario's colleges, including additional resources dedicated to CAAT-Academic. It was observed that support and representation during workload arbitrations could be improved. It was observed that the Divisional Executive should have more time off to fulfill their commitments. It was observed that there will be a new (inexperienced) negotiator to represent CAAT-Academic during bargaining for the new Collective Agreement. It was announced that on March 2, 2017, there will be a meeting with Warren "Smokey" Thomas (President of OPSEU) to present the concerns and suggestions of the Divisional Executive with regards to areas for improvement.

President Lad Shaba shared that there have been recent communications and there was a meeting on February 23, 2017 with Northern College management with regards to setting up a Modified Workload Agreement for a faculty member from the Timmins Campus who is in illegal overtime (this faculty has been scheduled to work in excess of the maximum teaching weeks in the Collective Agreement). Local 653 did not consent to the MWA but the faculty can enter into the agreement at this time. This situation will be investigated further and future options will be evaluated going forward.

President Lad Shaba shared that there have been concerns over a lack of clarity with regards to a third-party agency that contacted a faculty member who was off work on short-term disability. The local would like to specifically know:

- What triggers a faculty member's case to be sent to a third-party agency, including the criteria used to refer the case?
- What are the rights of the faculty in responding and participating with the third-party agency?

- What are the limits of questions that could be posed to a faculty member by the third-party agency?
- What are the rules and regulations that govern/guide this situation?

President Lad Shaba shared that the local is still pushing the college to develop, distribute and abide by a robust, fair and effective student complaints and conflict resolution process.

President Lad Shaba shared that the local demand setting meeting went well with results that were compiled and summarized by Warren Schaffer (Secretary) and finalized by President Lad Shaba and Chief Steward Suzanne Tremblay.

7.2 Board of Governors Report (BoG)

No new meeting has occurred, but a conversation with Johanne Carbonneau (faculty Board of Governor's representative) has revealed that there is no new information available about (proposed, requested) changes in Northern College executive salaries, because the discussions would only have occurred *in camera* without her being present.

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

1st Vice President David Silver was absent.

2nd Vice President

2nd Vice President Warren Schaffer shared information and observations from recent union activities.

7.4 Chief Steward

Chief Steward Suzanne Tremblay shared that there are grievance arbitrations coming up on May 5, 2017, May 11, 2017 and June 2, 2017.

Chief Steward Suzanne Tremblay shared that there has been a grievance filed with regards to hiring of Indigenous faculty. There was a commitment for the local to receive a response from Mike Baker (Vice-President, Finance, Admin and Aboriginal Services) but none has been received.

8.0 Reports of Committees

8.1 WMG

Union co-chair Warren Schaffer shared that following discussions with the LEC and union members of the WMG, on February 17, 2017, he sent out a request to the Ministry of Labour to request the appointment of 2 Workload Resolution Arbitrators.

Union co-chair Warren Schaffer shared that at the February 24, 2017 meeting of the WMG:

- The union presented (last) suggested revisions to the Workload Complaint Form part of the SWF document
- Management requested to defer any discussion of the WRA appointment
- There was a discussion about faculty serving on committees at Northern College and management emphasized that academic committees will be awarded time on SWFs, but other (voluntary) committees will not. Management explained that faculty receiving SWF time should not be in overtime, but that there could currently be faculty serving on committees who are in overtime as this is a new item and the current committees may not have taken this new information into account.
- Management explained that COMMS training will occur for faculty over the Mid-Winter Break and this training will be recorded for use during another training offering in the non-teaching period. Local 653 expressed concern over the workload associated with COMMS, including the timelines for the work and its products.

8.2 CESC

Union co-chair Neal McNair shared that there has not been a recent meeting of the CESC committee.

8.3 UCC

Union co-chair Neal McNair shared that at the February 10, 2017 UCC meeting, it was shared that:

- Local 653 objected to the minutes from a previous UCC meeting because a misportrayal of events of as found in the (draft) minutes
- A faculty/student conflict resolution has been deferred
- A draft Curriculum Development and Revision Policy has been distributed and the local has shared surprise and dissatisfaction with the (apparent) minor role given to faculty in the curriculum development work
- Classrooms and space rented for The Great Moon Gathering event at the Timmins Campus led to students being displaced from classrooms and inconvenienced
- Icy road conditions in Kirkland Lake led to an accident involving a student.

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

Peter McDonagh (Health and Safety Representative, Haileybury Campus) expressed his concerns with regards to which employees of Northern College have not completed the mandatory training.

Peter McDonagh (Health and Safety Representative, Haileybury Campus) expressed concerns with regards to identification, information-sharing, management and abatement of asbestos at Northern College properties.

8.5 Return to Work

No recent meetings have occurred.

9.0 Unfinished Business

Nothing reported.

10.0 New Business

10.1 PwC report

A report from PricewaterhouseCoopers (January 2017) entitled “Fiscal Sustainability of Ontario Colleges” has been produced and made available. The report presents that the college system in Ontario is forecast to have a cumulative deficit of \$1.903 billion by 2025. It has been noted that the report does not take into account the recent (proposed, requested) changes in executive salaries at the Ontario colleges.

A response document from CAAT-Academic was prepared and presented to provincial representatives that included observations that:

- There is money in the college system including large reserves that are currently being held by some schools
- There has been an increase in the number of managers in recent years
- Management functions and marketing could be centralized and combined to cover multiple schools
- There are much more realistic alternatives to the large increases in executive salaries that have been proposed.

10.2 SMA

The union local has an interest in work and contents for the next Strategic Mandate Agreement for Northern College.

10.3 Stewards' May Election planning

This year (2017) is an election year for stewards and other positions within local 653.

10.4 Election of alternate to the demand setting meeting

There was a brief discussion about the need to nominate and elect an alternate from local 653 to attend the provincial demand setting meeting (to occur March 4-5, 2017).

Motion: That Suzanne Tremblay be nominated to attend the provincial demand setting meeting (to occur March 4-5, 2017 in Toronto, Ontario).

Moved: Mike Studd

Seconded: Kathy Smith

Carried

10.5 Invitation to meet re Labour Relations

Local 653 has received an invitation from management to attend a meeting (on March 24, 2017) with regards to labour relations.

Discussions revealed that there is a general interest from LEC members to attend this meeting with the following:

- The purpose for the meeting should be specifically made known to the union
- The motivation(s) and outcome(s) should be specifically made known to the union
- The meeting should take place in a neutral location
- The meeting should take place in Kirkland Lake to better facilitate travel by a maximum number of participants

10.6 Local snapshot (WS)

This item was deferred to the next LEC meeting.

11.0 Campus Reports

None were presented.

12.0 Adjournment

Meeting Adjourned at **__6:00PM__**.