

OPSEU Local 653 Meeting – LEC Minutes

Date: Friday, January 20, 2017

Location: Video

Attendance:

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

Guest:

Peter McDonagh

Regrets:

L. Shaba

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President called the meeting to order at 3:35PM

2.0 Adoption of the Agenda

Additions under New Business:

10.1 – Bargaining (LS)

10.2 – Local snapshot (WS)

10.3 – Student supervision (KW)

10.4 – Course Outlines (KW)

Motion: That the agenda be adopted as amended

Moved: Neal McNair

Seconded: Kathy Smith

Carried

3.0 Minutes of Previous Meeting (Nov 18, 2016)

It was pointed out that Neal McNair was not present for the November 18, 2016 LEC meeting and thus he did not present a report – this should be fixed in the minutes.

Motion: That the minutes of Nov 18, 2016 be adopted with the suggested revisions.

Moved: Neal McNair

Seconded: Suzanne Tremblay

Carried

4.0 Business arising from the minutes

There was recently an article in the Globe and Mail about a new effort that is seeking to bring about a substantial increase in the salaries for administrators in the college system in Ontario. There was (apparently) a link to the information on the Northern College server/webpage, but the link has been taken down.

5.0 Treasurer's Report

Treasurer Mike Studd submitted his financial statement dated January 17, 2017 with various tables.

Mike offered that he has spent some time establishing a relationship with the bookkeeper who is working for the local, including exploring changes made to some of the accounts used in the statements.

Mike shared that in his view the Profit and Loss information that have been compiled to date may be overestimating expenses.

Mike shared that the finances of the local look reasonably healthy.

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

Moved: Kathy Smith

Seconded: Lorrie Irvine

Carried

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

Moved: David Silver

Seconded: Suzanne Tremblay

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. Included with the information, Warren pointed out that there have been recent changes to the premiums paid monthly for insurance and health costs.

7.0 Reports of Officers

7.1 President

President Lad Shaba was not present at the meeting and there was no report.

7.2 Board of Governors Report (BoG)

A written report was received from Johanne Carbonneau (faculty Board of Governor's representative) on Friday, January 19, 2017 and this report was circulated to all LEC members prior to the meeting.

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 reported that an OPSEU representative was scheduled at very short notice to visit the Haileybury Campus to share information about the campaign to organize non-full time faculty. The representative was (apparently) able to visit the Haileybury Campus very briefly.

7.4 Chief Steward

Chief Steward Suzanne Tremblay reported that on December 21, 2016 five grievances were referred to arbitration.

February 6, 2017 may be the date of a grievance arbitration, but the details will be investigated.

8.0 Reports of Committees

8.1 WMG

Union co-chair Warren Schaffer shared that at the December 2, 2016 meeting of the CWMG:

- Management presented that they were interested to have Katherine O'Neil appointed as the sole WRA to be accessed by Northern College. When the local 653 representatives pointed out that having only one WRA will likely not help with the current timing lag for resolving complaints, management spontaneously agreed to offer an additional name for a second WRA. [Emails and discussion since have resulted in local 653 proposing a second WRA (Ian Anderson) to be used with the suggestion from management on a basis where the first contact for arranging an arbitration will switch back and forth].
- In response to a direct question, management stated that there was not going to be any mandatory training (this is the same thing that occurred at the CWMG meeting on October 28, 2016).
- There were presentations from a faculty member and management with regards to a SWF with regards to workload for tutorial time on a SWF for Winter 2017. There was no resolution of the faculty member's complaint and the complaint has since be referred to a WRA.

Union co-chair Warren Schaffer shared that at the January 6, 2017 meeting of the CWMG there were presentations from a faculty member and management with regards to a SWF that was received following the faculty member's return to work and a Winter 2017 SWF. Interesting issues that have arisen from the presentations and the subsequent discussions include:

- Questions over the activities of a 3rd party involved in reviewing medical information from faculty and then communicating to faculty members
- Questions over the process of having two SWFs presented at the same single meeting
- Questions over the process for managing workload for faculty on short term disability, especially with regards to the timing and form of communications of future workload

There was no resolution of the faculty member's complaint and the complaint has since be referred to a WRA.

Union co-chair Warren Schaffer shared that at the January 20, 2017 meeting of the CWMG:

- There was a consideration of a revision to the SWF document for faculty.
- There was more discussion of the appointment of a new WRA, and management both observed that the process is taking a long time and put forward another new proposal (two WRAs chosen by union and management and alternating WRA chosen).
- There was a discussion that the training requirements for faculty recently communicated by HR by email should (at minimum) be accompanied by a message from the managers to direct the work. In response to the direct question, management stated that the workload time for this training does appear on SWFs, although it is listed under complementary functions as "Enrichment".
- COMMS training will occur for faculty in all programs that have not had the training yet over the Mid-Winter Break (all programs except School of Veterinary Sciences, Law Clerk – these are already done). There was a reference made to the role of faculty to work on outlines.
- There was a question from the union with regards to the difference between the Greener Campus Committee which is a voluntary committee and other committees that have SWF time. Management emphasized that finances are looked at very closely and policy development is different than operational committees. The financial limitations are most pointed for faculty in overtime.

At the LEC meeting, the discussion concluded with recommendation that there should be a formal communication to management that local 653 does not accept the latest arrangement proposed by management with regards to the WRA, and that a request should be sent the President of local 653 and the Northern College President that they need to contact the Ministry of Labour to secure a new WRA.

8.2 CESC

Union co-chair Neal McNair shared that there has not been a CESC meeting since the last LEC meeting.

8.3 UCC

Union co-chair Neal McNair shared that at the January 20, 2017 meeting:

- It was announced that the discussion of the Accessibility Accommodations Working Group and the UCC will be delayed until a future meeting.
- Management stated that it has an open-door policy for meeting with local 653 to resolve issues. The local 653 representatives tried to express that some matters are best addressed through the grievances that have been filed.
- A faculty member at the Timmins Campus is retiring.
- A nursing faculty position will be filled.
- The work on the student/faculty conflict resolution process is currently delayed.
- President Fred Gibbons shared that the college system in Ontario is forecast to be heavily in debt by 2025.
- Management shared that the College Collective Bargaining Act in Ontario forbids campus visits by visitors wishing to provide information with regards to labour organization for non-full time faculty in Ontario.
- June 21, 2017 to August 22, 2017 will be the vacation days for faculty at Northern College in general. Faculty may apply for vacation at other times during the non-teaching period and it is likely that requests for earlier time away will be approved.
- Management provided a revised Professional Development policy and communicated that local 653 is welcome to provide input, but the policy will be going through

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

There was no report provided.

Peter McDonagh (Health and Safety Representative, Haileybury Campus) expressed his interest in learning which employees of Northern College have not completed the mandatory training.

8.5 Return to Work

A faculty member who was away from his teaching duties at the Timmins Campus has returned to work.

9.0 Unfinished Business

None.

10.0 New Business

10.1 – Bargaining (LS)

There was a discussion of potential dates for the Demand Setting meeting to occur at Northern College – this will involve a presentation from a member(s) of the provincial bargaining team.

The two dates that hold some promise of being possible are Friday, February 10, 2017 at 2:00PM or Friday, February 3, 2017 at 2:00PM.

10.2 – Local snapshot (WS)

Second Vice-President Warren Schaffer reiterated his 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.

10.3 – Student supervision (KW)

It has become known that faculty in the nursing program receive 30 minutes per student of time on their SWF for supervision of students on placement.

10.4 – Course Outlines (KW)

It has become known that partial-load faculty have expressed concerns over work and workload with regards to the preparation of course outlines to meet the requirements of the COMMS system.

11.0 Campus Reports

None.

12.0 Adjournment

Meeting Adjourned at 5:59PM