

OPSEU Local 653 Meeting – LEC Minutes

Date: Friday, March 31, 2017

Location: Kirkland Lake Campus, Main Boardroom; also video link to Haileybury Campus

Attendance:

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

Regrets:

L. Irvine, K. Smith (note: K. Smith did join the meeting by video link, part way through)

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President called the meeting to order at 2:46 PM

2.0 Adoption of the Agenda

Additions under New Business:

10.1 – Stewards' May Election planning

10.2 – Local snapshot (WS)

Motion: That the agenda be adopted as amended

Moved: David Silver

Seconded: Neal McNair

Carried

3.0 Minutes of Previous Meeting (Feb 24, 2017)

Motion: That the minutes of Feb 24/2017 be adopted as presented, with no revisions.

Moved: Neal McNair

Seconded: Kathy Whelan

Carried

4.0 Business arising from the minutes

On Friday, March 31, 2017 many members of the union executive attended a meeting in Kirkland Lake that was called by management to discuss labour relations. Overall observations and reflections from those union executive members in attendance include:

- The meeting was generally positive, and the messages expressed by the union side were consistent
- One can be optimistic about a future with changed/improved labour relations because of the dialogue that has started, but one can be pessimistic about a future with changed/improved labour relations because of the inertia that might hold/keep relations to the past ways
- The union has an interest to talk to management about specifics
- Change needs to be real change and management needs to alter their ways/approaches too
- A recurrent idea is that communication from management is a problem.

5.0 Treasurer's Report

Treasurer submitted his financial statement dated March 31, 2017.

Treasurer Mike Studd shared the following:

- The time chargeback expense has now been paid by the local
- It is forecast that the local may finish the fiscal year in a loss position by a small amount
- It has been discovered that the book keepers who are currently working with the local, have double counted funds allocated for a strike fund, in past financial reports.

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

Moved: Kathy Whelan

Seconded: David Silver

Carried

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

Moved: Neal McNair

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.

In addition, he observed that he recently spent some time with an *Examining Ourselves* report produced by management and that he was impressed that the report methodology and findings are deeply flawed with regards to representative sampling.

7.0 Reports of Officers

7.1 President

President Lad Shaba presented information that has come to his attention including:

- Representatives from CAAT – Academic are continuing to arrange a new deal with OPSEU for service and assistance for CAAT – Academic
- The OPSEU convention will be held April 6-8, 2017 in Toronto. The convention will include an election for the president of OPSEU.
- It has become known that 3 or 4 faculty are retiring from Northern College, prior to the start of the next academic year
- A mental health workshop has been scheduled in Toronto, in June 2017.

7.2 Board of Governors Report (BoG)

By email to Secretary Warren Schaffer, Board of Governors representative Johanne Charbonneau expressed that there was nothing to report to the LEC, for this LEC meeting.

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 shared that he attended a meeting with regards to changes in the attendance and disability management at Northern College on March 24, 2017. The new company (Morneau-Shepell) has extensive resources, but there are strong apprehensions with regards to process and scrutiny.

On March 1, 2017, 2nd Vice President Warren Schaffer shared that he attended a meeting with regards to the executive compensation proposal from Northern College.

On March 15, 2017, 2nd Vice President Warren Schaffer sent out a communication to all Northern College faculty with regards to workload for Discover Northern College workload.

7.4 Chief Steward

Chief Steward Suzanne Tremblay shared that:

- On March 18, 2017, she attended the regional meeting
- On March 5-6, 2017, she attended the provincial demand setting meeting for negotiations for the new CAAT – Academic Collective Agreement
- She observed that the changes in the attendance and disability management at Northern College could be about preventing absences of faculty
- There are 3 grievance arbitrations coming up in May-June 2017, and an additional grievance has yet to be scheduled
- It has become known that a faculty member from the Timmins Campus who was injured after slipping and falling on ice in the Northern College parking lot, filed a WSIB claim but then was short on pay due to the WSIB claim.

8.0 Reports of Committees

8.1 WMG

Union co-chair Warren Schaffer shared during the recent Mid-Winter break, he and Doug Clark (Academic Director) were able to go through and revise three older sets of WMG minutes that have been outstanding since the summer of 2016.

It has become known that an arrangement has been reached such that Ian Anderson is to be the new primary WRA for Northern College, effective April 1, 2017 to March 31, 2018.

It has become known that an arrangement has been reached such that Katherine O’Neil is to be the new secondary WRA for Northern College, effective April 1, 2017 to March 31, 2018.

At the March 10, 2017 WMG meeting:

- There was discussion with management with regards to the appointment of a Workload Resolution Arbitrator. [Local 653 had contacted the Ministry of Labour to secure a WRA for Northern College] When asked when will there be a draft communication prepared with regards to the appointment of the WRA arrangements, the response was when the request to the Ministry of Labour is withdrawn. The union responded with the feedback that the withdrawal should not be required.
- There was an update with regards to COMMS – the face-to-face training will occur for faculty in May 2017 and the training will be recorded for future/later uses. The union expressed concerns that it has been expressed by management that the work is mandatory and the training is not, and that this situation will probably be grieved.
- There was discussion about faculty work on committees. Management reiterated that time for academic committees will appear on SWFs, but non-academic committee time will be voluntary (with no workload hours allocated on SWFs), and that if work on academic committees pushed a faculty into overtime, this would not be done. Local 653 asked whether committee work will form part of performance evaluations

of faculty. Management stated that the committees work is noted, this work is optional, and that evaluations focus on academic effectiveness and will not be punitive of faculty with regards to committee participation. Local 653 stated that this regard for committees should be clear on the performance evaluations and should be mentioned to faculty, and that it devalues committees and indicates that they do not matter to Northern College. Management expressed disagreement with the last point.

- There was discussion about SWF time for Discover Northern – stewards should check whether there is 5 hours total allotted for faculty on SWFs.

8.2 CESC

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

8.3 UCC

Union co-chair Neal McNair shared that at the March 17, 2017 meeting Natalie Dorval (Human Resources Supervisor, Northern College) presented a new Conflict Resolution policy (this Policy is different than the Bullying/Harassment Policy). The union expressed dissatisfaction with the overall process to be undertaken, as outlined in the Policy, because it does not specify that unhappy students should seek out and discuss issues with the professor first, and because it does not specify that students could elect to be accompanied to the issues meetings with their professors with a supportive person of their choice. This Policy will be revisited at a future meeting.

It has been observed that there should be an allocation of workload hours for the upcoming Discover Northern College event.

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

A report from Peter McDonagh (Health and Safety representative, Haileybury Campus) was shared. The report included references to work on the next steps to be undertaken in light of a Designated Substance Assessment Report from 2008 that has recently been obtained by the local. President Lad Shaba shared that at minimum, all parties should be provided with base knowledge on the location of all potentially harmful building features and also that all parties should be provided with training on what to do with all potentially harmful building features.

It has become known that a faculty member from the Timmins Campus was injured after slipping and falling on ice in the Northern College parking lot.

8.5 Return to Work

Nothing to report.

9.0 Unfinished Business

None.

10.0 New Business

10.1 – Stewards' May Election planning (all)

LEC members discussed and revised the advertisement to be used for the upcoming election of stewards and health and safety representatives. LEC members discussed process to be undertaken for the upcoming election of stewards and health and safety representatives

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.

President Lad Shaba offered that the OPSEU Constitution has a description for each LEC executive position which might be beneficial to obtain and circulate. In addition, specific by-laws have been developed for the local and these also might be beneficial to obtain and circulate.

11.0 Campus Reports

None.

12.0 Adjournment

A brief discussion was undertaken and the General Membership Meeting will occur on Friday, May 12, 2017 at the Ski-Runners chalet, in Timmins.

Meeting Adjourned at 5:17 PM