

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

**Date:** Friday, May 12, 2017

**Location:** SkiRunners Lodge, Schumacher, Ontario

**Attendance:**

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

**Regrets:**

L. Irvine, K. Whelan

**Guests:**

Peter McDonagh, Mona Chevalier

**Taker of Minutes:**

W. Schaffer

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**1.0 Call to Order**

President called the meeting to order at **10:02AM**

**2.0 Adoption of the Agenda**

**Additions under New Business:**

10.1 – Bylaws revisions

10.2 – Guest Speaker: Mona Chevalier

10.3 – Partial Load Faculty – Bridging Benefits

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

**Moved:** David Silver

**Seconded:** Suzanne Tremblay

**Carried**

**3.0 Minutes of Previous Meeting (March 31, 2017)**

**Motion:** That the minutes of March 31, 2017 be adopted as presented

**Moved:** Neal McNair

**Seconded:** Kathy Smith

**Carried**

**4.0 Business arising from the minutes**

President Lad Shaba offered that there has been no formal follow-up meeting (subsequent to the union-management labour relations meeting that occurred on March 31, 2017). Subsequent informal meetings with various members of management have occurred to discuss issues and concerns, but these meetings have resulted in limited progress and have only entailed weak commitments from management.

## 5.0 Treasurer's Report

Treasurer Mike Studd submitted his financial statement dated 01/05/16 to 30/04/17. At present, on paper, it would appear that the local spent a fair amount of money this year. There will be additional funds arriving from claims in the system and new claims that will be sent out. On a cash basis, the local is still pretty healthy.

Treasurer Mike Studd submitted a proposed budget for May 1, 2017 to April 30, 2018. Discussion with the LEC members resulted in a few revisions to the budget, including \$1000 being designated from funds already in the budget for professional development of LEC members, and an increase to the funds allocated to cover release time for local 653 union business.

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

**Moved:** Kathy Smith

**Seconded:** Suzanne Tremblay

**Carried**

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

**Moved:** David Silver

**Seconded:** Marc Vielleux

**Carried**

## 6.0 Correspondence

None was presented, nor discussed.

## 7.0 Reports of Officers

### 7.1 President

President Lad Shaba presented that overall, there are currently 73 full-time faculty working at Northern College, and that this is a declining number. There are some full-time faculty who have announced their retirement, and it is known that there will be additional full-time faculty who will announce their retirement in the near future. There are grievances that are going to arbitration. Work on COMMS for course outlines will require management to consult/arrange work individually with faculty or to invoke the content of Article 11.08.

### 7.2 Board of Governors Report (BoG)

No report was submitted, nor presented.

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

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

No report was submitted, nor presented. This report was saved for the General Membership Meeting (meeting to follow this one).

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

No report was submitted, nor presented. This report was saved for the General Membership Meeting (meeting to follow this one).

### 7.4 Chief Steward

No report was submitted, nor presented. This report was saved for the General Membership Meeting (meeting to follow this one).

## **8.0 Reports of Committees**

### **8.1 WMG**

Union co-chair Warren Schaffer shared that at the April 7, 2017 meeting it was shared and discussed:

- It was announced by management that COMMS training for faculty on course outline work will occur in the first week of the non-teaching period. It was announced that COMMS work will continue for other faculty and the union asked how this workload will be handled and what the role of clerical staff will be. Management responded that clerical staff will not interfere in academic work. The union offered that migrating content into the new format is clerical work but content work is not clerical and has to be done by a qualified faculty, and that it is not appropriate for one faculty to work on course outlines for courses they do not teach and faculty have the right to discuss this workload and there should be an adjustment/allocation of workload.
- Technical training may be provided for CISCO Spark software – a new generation of web access classroom video delivery
- SWFs will include 0.25-0.5 days of allocated time for training time – some items are not knowable (needs arise from government mandates) and will also be used for WHMIS training
- The union pointed out that there might not have been adequate preparation made available to faculty, based on the critical path – potentially need full weeks.
- The union drew attention to an instance of workload averaging on a SWF and that this is not acceptable. Management responded that this will not occur again.

Warren Schaffer also observed that his longer report would be presented at the General Membership Meeting (meeting to follow this one).

### **8.2 CESC**

Union co-chair Neal McNair shared a brief overview of the report that would be presented at the General Membership Meeting (meeting to follow this one), including concerns over a lack of CESC committee meetings and lack of union/management collaboration on work with respect to long-term strategies to enhance employment stability, and concerns about the delivery of Northern College curricula at a private career college in southern Ontario.

### **8.3 UCC**

Union co-chair Neal McNair shared a brief overview of the report that would be presented at the General Membership Meeting (meeting to follow this one), including concerns over problems and deficiencies in the current process for dealing with student complaints against faculty, and concerns with regards to union/management relations at Northern College.

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

No report was submitted, nor presented.

### **8.5 Return to Work**

Details for this report will be part of the Chief Steward's report that will be presented at the General Membership Meeting (meeting to follow this one).

## **9.0 Unfinished Business**

None was presented, nor discussed.

**10.0 New Business****10.1 – Bylaws revisions**

President Lad Shaba presented that there is a need to compile the by-laws that are currently enacted for the union local 653, and that the by-laws are probably to be found in records housed in a cabinet. There is a need to draft a new by-law with regards to attendance at LEC meetings – if members miss three meetings per academic year without a good reason (for instance, illness) with notice, they will be removed from the LEC – and that this new by-law would be prepared over the course of future LEC meetings. President Shaba encouraged that Warren Schaffer (Secretary, local 653) could prepare a document with a first attempt at by-law wording to start the new by-law preparation.

**10.2 – Guest Speaker: Mona Chevalier**

Guest speaker Mona Chevalier (guest presenter, member of the Bargaining Team for the new CAAT-Academic Collective Agreement, President of CAAT-Academic local 470 from La Cite College) spent time setting up her presentation and her presentation occurred during the General Membership Meeting (meeting to follow this one).

**10.3 – Partial Load Bridging**

It has become known that a faculty member applied for bridging of benefits (Article 26.06D) but was denied. The bridging of benefits should have occurred. An effort will be made by the LEC to reveal details for this case, and to notify all partial load faculty about the contents of Article 26.06D.

**11.0 Campus Reports**

None were presented.

**12.0 Adjournment**

Meeting Adjourned at **12:07PM**