

OPSEU Local 653 Meeting – LEC Minutes

Date: Friday, November 24, 2017

Location: Haileybury Campus, Upstairs Boardroom

Attendance:

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

Guests:

Peter McDonagh, Teena Bates-Yarkie

Regrets:

C. Sheehan, T. Dearden

Taker of Minutes:

W. Schaffer

=====

1.0 Call to Order

President called the meeting to order at **__2:08 PM__**

2.0 Adoption of the Agenda

Additions under New Business:

10.1 – Next steps

10.2 – Partial Load Contract

Motion: That the agenda be adopted as amended

Moved: Kathy Smith

Seconded: David Silver

Carried

3.0 Minutes of Previous Meetings (Oct 13, 2017 and November 7, 2017)

Motion: That the minutes of October 13, 2017 and November 7, 2017 be adopted as presented

Moved: Kathy Smith

Seconded: David Silver

Carried

4.0 Business arising from the minutes

President Lad Shaba noted that now that work has restarted after the strike, hardship may be experienced by faculty and (new, future) hardship cases should continue to be handled by the hardship committees that were struck at the various campuses during the strike.

5.0 Treasurer's Report

Treasurer submitted his financial statements dated November 17, 2017 .

The treasurer Mike Studd stated that the financial information provided is a bit out of date and a bit incomplete. The balance sheet for the local shows \$9300 in cash and the strike fund is depleted. The Northern Lights funding has been spent on meetings. Strike expenses are listed, and more detailed information will be provided later. Reimbursements to individuals for expenses incurred during the strike will be coming. The accounts names are now presented as per the OPSEU report formats. Strike expenses were \$63,000, and about \$58,000 of this was top-up money paid out to faculty participating in the strike. Some donations are still arriving.

Mike Studd offered that he could prepare/provide information on the money available for (new, future) hardship fund cases.

President Lad Shaba had a question: is there approval for a thank-you item to appear in the media to recognize supporters of local 653 for support received during the strike, to be published in the Timmins Press, a local Kirkland Lake newspaper, and the Temiskaming Speaker (located in New Liskeard, Ontario)? It was discussed that it may be appropriate to keep the media item general for its content, but that it could also be helpful to name specific groups or individuals who provided support.

Motion: That the local be authorized to spend a maximum of \$400 from the Timmins Campus for a thank-you item in the media, and to spend a maximum of \$200 from each of the Kirkland Lake and Haileybury Campuses, respectively for a thank-you item in the media.

Moved: Suzanne Tremblay

Seconded: Kathy Smith

Carried

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

Moved: Neal McNair

Seconded: Marc Vielleux

Carried

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

Moved: David Rogalsky

Seconded: Kathy Whelan

Carried

6.0 Correspondence

None presented.

7.0 Reports of Officers

7.1 President

President Lad Shaba expressed appreciation and thanks for the hard work, team work and dedication that was shown by members of the local executive and members of the union local during the strike. He offered that some work will continue for members of the hardship committees. He also shared that in the near future, a list of donors who contributed to the local during the strike will be compiled.

President Shaba shared observations, including from the first week back at work:

- Management met returning faculty at each campus location when they returned to the campus buildings.
- Goodwill that might have been possible disappeared as management denied a union request to meet about the return to work. There has not been a meeting between management and the union about return to work.
- A meeting between the union local and the chair of the Northern College Board of Governors is scheduled for December 18, 2017 at 11:30AM.
- During the strike, President Fred Gibbons visited the picket line at the Timmins Campus and picketing faculty felt intimidated.
- There has been guidance sent out to faculty from the union local that they should request a revised SWF to reflect changes arising from the strike.
- OPSEU has issued a Charter challenge over the Return to Work legislation.

7.2 Board of Governors Report (BoG)

No report provided nor presented.

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

No report provided nor presented.

2nd Vice President

No report provided nor presented.

7.4 Chief Steward

No report provided nor presented.

8.0 Reports of Committees

8.1 WMG

Union co-chair Warren Schaffer shared that a request has been filed for scheduling the next WMG committee meeting. The union has various agenda items to put forward – mainly associated with the return to work by college faculty.

8.2 CESC

No report provided nor presented.

8.3 UCC

No report provided nor presented.

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

No reports provided nor presented.

8.5 Return to Work

No report provided nor presented.

9.0 Unfinished Business

No report provided nor presented.

10.0 New Business

10.1 – Next steps

President Lad Shaba moderated a group discussion on problems and issues that have come to light recently, especially with regards to the strike and the return to work.

Information shared:

- Management has indicated to some faculty that no new/revised SWFs will be issued for the fall 2017 semester.
- A reminder could be sent to all faculty that they should request a new SWF for fall 2017 from their manager, in keeping with the overview information sent out by Neal McNair on behalf of the union local.
- Faculty could keep records on the extra work that is required following the return to work.
- Trust between the faculty and management has been lost.
- If there is no SWF for the additional teaching time that has become known in the return to work information from management, as this is a non-teaching period, faculty will not be in the building doing the teaching.
- The return to work information from management is not supported by the Collective Agreement.
- The union local needs to be sensitive with messaging to faculty who are more engaged, after the strike.
- There are items presented in the return to work information from management that are not clear.
- Students on placement have insurance based on particular dates, and these dates may no longer be accurate.
- It is not known what will happen with regards to next semester, including timing or workloads.
- All faculty should take notes during all interactions and communications with management.
- Responses to faculty questions should come from management in a written form.
- Faculty should be reminded that they can request a union steward to accompany them to meetings with management.

There was a short discussion about whether the union local could assist with covering the cost of lost pensionable time that was lost during the strike (estimated at \$2000-\$3000 per faculty member). It was concluded that it will not be possible for the union local to assist with covering the cost of lost pensionable time that was lost during the strike due to financial limitations of the current budget funds held by the local.

10.2 – Partial Load Contract

It was discussed that the contracts for partial load faculty are due to expire before the end of the revised semester dates. It is not clear whether insurance and benefits will expire before the end of the revised semester dates. These matters will be raised with management.

11.0 Campus Reports

No reports provided nor presented.

12.0 Adjournment

Meeting Adjourned at ___ **4:26 PM** ___