

OPSEU Local 653 Meeting – LEC Minutes

Date: Friday, September 22, 2017

Location: Haileybury Campus, Upstairs Boardroom

Attendance:

L. Shaba, S. Tremblay, N. McNair, C. Sheehan, T. Dearden, D. Rogalsky, D. Silver, W. Schaffer, K. Smith

Guests:

None

Regrets:

S. Storing, M. Vielleux, M. Studd, K. Whelan

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President called the meeting to order at __ **3:45 PM** __

2.0 Adoption of the Agenda

Additions under New Business:

10.1 – Strike Pay

10.2 – Local snapshot (WS)

Motion: That the agenda be adopted as amended

Moved: David Silver

Seconded: Tyy Dearden

Carried

3.0 Minutes of Previous Meeting (Aug 29, 2017)

Motion: That the minutes of August 29, 2017 be adopted as presented

Moved: Neal McNair

Seconded: Kathy Smith

Carried

4.0 Business arising from the minutes

President Shaba shared that the organization for the strike vote went well, that there were no contested votes, and that the mail-in ballots were taken care of. The addresses of partial-load faculty were not received by the local in a timely fashion, but a best effort was made to receive and use this information – the sticking point was the inability of management to provide the addresses until after the voting day.

5.0 Treasurer's Report

Treasurer Mike Studd submitted his financial statement dated September 17, 2017.

President Lab Shaba went over the financial statement with the LEC. The local is generally in good financial shape. Net income is currently low, but dues have yet to have been received. An application will be made so the local can receive the Northern Lights grant.

<< Later in the meeting, and in these minutes, there is a discussion about strike pay >>

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

Moved: David Silver

Seconded: Warren Schaffer

Carried

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

Moved: Neal McNair

Seconded: David Silver

Carried

6.0 Correspondence

President Shaba observed that Neal McNair (Communications Officer) has done a good job with continual, high quality and timely communications posted to the sixfivethree webpage, including information for students.

7.0 Reports of Officers

7.1 President

President Lad Shaba presented that there was a meeting in early September 2017, attended by members of the local 653 executive and members of management, including Natalie Dorval. The union local was informed that the maximum weekly hours agreement has been discarded.

President Shaba shared that a grievance has been filed by a faculty member with regards to PD days allotment.

President Shaba shared that he had filed a request to attend meeting in Toronto (in the third week of September 2017) with regards to lobbying/representation government about collective bargaining issues but the request was denied by Northern College. Twenty-two of the 24 local presidents from Ontario community colleges were granted the opportunity to attend the meeting in Toronto. A grievance has been filed with regards to this matter.

7.2 Board of Governors Report (BoG)

No report filed, none received.

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

1st Vice President David Silver brought up concerns about COMMS and CSIs (the electronic system for course outline information). He shared that non-full time faculty were assigned COMMS and CSI work to be completed and submitted for the approval of full-time faculty. This is not acceptable because of workload issues, conflicts with management functions, and the potential for the full-time faculty to not have sufficient expertise to evaluate the course outline materials. David Silver wonders how this is being handled at other colleges? He observes that he has experienced or become aware of an allotment of 15 minutes for this work

for each course, but that the work takes about 10 hours per course, and that this matter will need to be raised at a CWMG committee meeting.

David Silver also shared that there has been a request for brief information on the bargaining planks of CAAT-Academic.

2nd Vice President

2nd Vice President Warren Schaffer offered that the strike vote proceeded relatively smoothly at the Haileybury Campus. One improvement could be to have the proxy voting instructions available and distributed earlier for the next vote.

7.4 Chief Steward

Chief Steward Suzanne Tremblay shared:

- That a faculty member has filed a grievance with regards to PD days allotment.
- There are arbitrations coming up in December 2017, and possibly November 2017.
- An accommodation meeting occurred with regards to vacation timing for a faculty member. There was a lack of resolution at the accommodation meeting, and now there are grievances.
- Tanya Spencer Cameron, faculty, Timmins Campus has completed her probation work period.

8.0 Reports of Committees

8.1 WMG

Union co-chair Warren Schaffer shared that no new meetings have occurred since the start of the school year.

On September 6, 2017, a notice was received from Natalie Dorval that effective October 1, 2017, the College is no longer in agreement with compensating faculty for late SWFs using the formula adopted at the October 26, 2012 CWMG meeting. The notice states that the College will review individual circumstances for any late SWFs.

Union co-chair Warren Schaffer shared that he attended a workload arbitration in June 2017 with regards to a late SWF. Following a lengthy exchange of information and references by management to some particular arguments, the local was able to secure a favourable settlement for the faculty member.

Also in June 2017, as part of a workload arbitration, the College made a request that a written submission should be submitted to accomplish arbitration. The request for the written submission was not accepted. The workload complaint was withdrawn following the direct counsel of the union local. This action was only undertaken with extreme reservation. The faculty member expressed that there continues to be objection and concern with regards to workload and working conditions.

In May 2017, workload arbitrations from the spring 2016 and fall 2016 semesters SWFs were convened. In both cases, the arbitrator ruled that the college has the right to assign work (as provided on the SWFs). Other details are contained in the decision document (one decision document for both).

An information item was shared that Matt Dupuis (faculty, Trades and Technology, Timmins Campus) may explore possibilities for a Modified Workload Arrangement (Article 11.09).

8.2 CESC

Union co-chair Neal McNair shared that there have been no recent meetings of this committee. He observed that the possibility exists for local 653 to start to collect information that might be relevant to this committee.

8.3 UCC

Union co-chair Neal McNair shared that at the September 22, 2017 meeting:

- Many items were deferred to future meetings.
- The union local made a request to management that (both) policies and procedures documents should be brought to the UCC.
- The union expressed that during the summative program review process, interviews should not be conducted by faculty about other faculty – including for reasons that this work is a management function and that the information could come up at faculty performance appraisals. Management responded that they did not agree with the opposition.
- The union raised concerns that the step calculations for new faculty hires have not been received from management.

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

2nd Vice President Warren Schaffer read a report from Peter McDonagh (Health and Safety Representative, Haileybury Campus), including deficiencies in responses to items from inspections at the Haileybury Campus.

David Rogalsky (Health and Safety Representative, Kirkland Lake Campus) shared that a recent electrical job at the Kirkland Lake Campus caused a hazard and that the situation was fixed. The fix occurred before the problem was reported. The hazard was not reported.

8.5 Return to Work

No report.

9.0 Unfinished Business

None presented, none discussed.

10.0 New Business

10.1 – Strike Pay

President Lad Shaba lead a discussion with regards to a proposed strike pay top-up for faculty participating in (any) future strike action.

3) **Motion:** That the local be authorized to pay \$400/week to each faculty member, for each week that the faculty member participates in the strike action.

Moved: Clint Sheehan

Seconded: David Silver

VOTE: 11 in support, 1 not in support (this tally includes votes filed by S. Storrington, M. Studd, K. Whelan that were received via email prior to the meeting)

Carried

4) **Motion:** That the local be authorized to allocate \$3000 for a hardship fund for faculty members participating in the strike action.

Moved: David Rogalsky

Seconded: Tyy Dearden

VOTE: All in support

Carried

There was a brief discussion that at each campus, a 3-person committee needs to be formed (comprised of 1 steward + 2 other faculty members) to invigilate hardship cases.

A space/location needs to be found nearby each campus (off of campus property) for the daily meetings and organizing associated with the strike. OPSEU has funds to cover the expenses for each of these locations.

There will be future meetings and communications with regards to the strike organization – including process/allowances for faculty on pregnancy leave.

10.2 – Local snapshot (WS)

This item was deferred to a future meeting.

11.0 Campus Reports

None were presented.

12.0 Adjournment

Meeting Adjourned at 5:50 PM