

OPSEU Local 653 Meeting – LEC Minutes

Date: Friday, April 13, 2018

Location: Haileybury Campus, Upstairs Boardroom and by Video

Attendance:

L. Shaba, S. Tremblay, N. McNair, S. Storing, C. Sheehan, M. Vielleux, M. Studd, D. Rogalsky, W. Schaffer, K. Smith

Guests:

None

Regrets:

K. Whelan, T. Dearden, D. Silver

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President Lad Shaba called the meeting to order at **__3:40 PM__**

2.0 Adoption of the Agenda

Additions under New Business:

10.1 – MacKay donation

10.2 – Day of mourning (Timmins – April 28, 2018) donation for wreath

10.3 – Purchased time for union business (2018-2019)

10.4 – Participants to go to CAAT Academic Divisional Conference in Toronto (June 1-3, 2018)

Motion: That the agenda be adopted as amended

Moved: Kathy Smith

Seconded: Marc Vielleux

Carried

3.0 Minutes of Previous Meeting (February 23, 2018)

Motion: That the minutes of February 23, 2018 be adopted as presented

Moved: Kathy Smith

Seconded: Marc Vielleux

Carried

4.0 Business arising from the minutes

President Lad Shaba reported that Johanne Carbonneau has changed her mind with regards to being the faculty Board of Governors representative on the Northern College Board of Governors and she will be running in the election to serve as the representative. Teena Bates-Yarkie is also running for the position of faculty Board of Governors representative. A request was made that the nominees would be allowed to submit biographical information prior to the election.

5.0 Treasurer's Report

Treasurer Mike Studd submitted financial statements dated for the April 13, 2018 LEC meeting.

Treasurer Mike Studd shared that the financial situation of the local is two stories – one for the period of the strike (and consequences thereof) and one after the strike. For the period after the strike, the financial situation is more normal. There has recently been a large expenditure for purchased time for union executive for union business for the last calendar year. Things are more or less back to normal in the finances of the local, and the local is at a good starting point for finances. There have not been many transactions since January 2018. There may be additional attendees for the CAAT Academic Divisional Conference that will occur in Toronto (June 1-3, 2018) and this could entail some expenses.

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: Neal McNair

Seconded: Marc Vielleux

Carried

6.0 Correspondence

President Lad Shaba shared that recently communications that might interest members of the local have been received:

- A communication from RM Kennedy on behalf of the CAAT Academic Divisional executive
- A newsletter from OPSEU was sent to faculty via email
- New information has recently been circulated with regards to Bill 148 implementation
- New information has recently been circulated with regards to the new Provincial Task Force from Dr. Fred Gibbons (President, Northern College).

7.0 Reports of Officers

7.1 President

President Lad Shaba shared information:

- Bill 148 – Natalie Dorval (Supervisor, Employee Relations, Human Resources, Northern College) has made it known that there will be implementation of some new arrangements for faculty, but no details are available at this time. There is an awareness that Partial Load faculty received pay for the Family Day holiday. Details on the Partial Load faculty that became sessional were not available. Additional details on implementation will be available as time goes forward. It has become known that Northern College received \$2 million for implementation of Bill 148.
- Two faculty from the Timmins Campus are retiring. At present there are approximately 75 full-time faculty at Northern College and this is down from about 83 from about 6 years ago. Northern College has committed to hiring 4 new faculty.
- There may be an upcoming meeting with regards to hiring associated with the new Diversity and Inclusion project at Northern College.

- There were issues resolved recently. A faculty member who had finished the teacher training had their anniversary date restored after it was inappropriately changed. A faculty member who had sent inappropriate comments to other faculty was contacted by management.
- A freedom-of-information request has been filed with regards to the contract for the preparation of a course in the business department at Northern College.
- President Shaba observed that faculty should be reminded to take their 9 professional development days in 2018, including 5 consecutive days. If taking the full allotment of professional development days is not possible, faculty should be made aware that the professional development days can be carried over, as per the Kaplan decision after the 2017 faculty strike.

7.2 Board of Governors Report (BoG)

No report available.

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

No report available as 1st Vice President David Silver was not present for the LEC meeting.

2nd Vice President

2nd Vice President Warren Schaffer shared brief details on projects that he has begun:

- Researching and documenting the current bylaws that have been proclaimed by local 653
- Researching and documenting information for partial load faculty.

7.4 Chief Steward

Chief Steward Suzanne Tremblay shared that:

- A grievance was settled with regards to the assignment of extra hours of workload.
- A grievance has been referred to arbitration with regards to a Modified Workload Arrangement that was struck for a faculty member without consultation/participation of the union. The faculty member does not currently have an official Modified Workload Arrangement, nor does the faculty member have an official SWF.
- A grievance was filed with regards to issuing of paper copies of T4 slips to faculty. The union has proposed a resolution to management, based on the requirements from Revenue Canada, but no response has been received yet.
- On May 26, 2018 an arbitration was held and a settlement was offered by management, but the offer was not sufficient.
- A grievance with regards to the loss of professional development days for a faculty member was settled. The faculty member will have professional development days restored and will be allowed to carry over professional development days.
- On June 8, 2018, an arbitration will be held with regards to a denial of participation of a member of the local union executive to a union event in southern Ontario.
- On June 12, 2018, an arbitration will be held with regards to the salary of a partial load employee.

8.0 Reports of Committees

8.1 WMG

Union co-chair Warren Schaffer shared that a WMG meeting occurred on March 16, 2018.

- At the meeting it was tabled by management that the minutes of the WMG meetings from December 1, 2017 and December 15, 2017 are not ready, but that they will be prepared in April 2018. The union raised concerns over the lengthy delay in receiving minutes. Management responded that this is a committee of shared responsibility and that minute-taking could be shared. The union responded that minute-taking has traditionally been done by management and could be deemed a support-staff function. The union asked whether a request for support staff assistance for minute-taking could go to Fred Gibbons (Northern College President) and this was accepted.
- The union expressed interest to receive an updated academic critical path document.
- Under Technology and Training, there will be new adoption of InkToGo software and laptop upgrades with orientation. Management specified that training and/or SWF allotments have not been discussed.
- Management made reference to a Five (5) Year Plan for the Academic Calendar (2017/18 to 2021/22) that would need to be approved by the union one year at a time, but no document was available.
- At the meeting, a workload complaint was heard with regards to the need for recognition of workload associated with retroactive accommodations for students registered with Accessibility Services on a SWF from the fall 2017 semester. The parties did not agree on a resolution. There was no formal notice of the lack of agreement sent out following the WMG meeting. The formal notice of the lack of agreement was sent on April 10, 2018 (received April 11, 2018).

Union co-chair Warren Schaffer shared that a WMG meeting occurred on April 6, 2018.

- Prior to the meeting, management circulated a document with a Five (5) Year Plan for the Academic Calendar (2017/18 to 2021/22) that would need to be approved by the union one year at a time.
- At the meeting, the union requested that there be a note that the minutes from the March 16, 2018 meeting have not been received.
- At the meeting, a workload complaint was heard with regards to the issuing of a summer semester SWF. The complainant faculty member and the union stipulated that the SWF should not have a teaching assignment for the faculty member (and thus that there is no need to have the SWF). Management did not agree and was unwilling to drop the teaching assignment. The parties did not agree on a resolution, and the complainant faculty was notified. This lack of agreement outcome was known prior to the end of the WMG meeting and the complainant was advised to consult sections 11.02 E 1, and 11.02 E 2 for information on potential next steps. The formal notice of the lack of agreement outcome for the complainant, with regards to the workload complaint was issued on April 6, 2018.
- The workload complaint was the only item that was heard and all other agenda items were deferred to a future meeting.

There remain other items that will be discussed at WMG meetings in the near future.

8.2 CESC

No meeting has occurred since the last LEC meeting.

8.3 UCC

Union co-chair Neal McNair shared that at the April 13, 2018 UCC meeting:

- There was discussion about retroactive accommodations. The union proposed that there be a new local agreement struck to remunerate faculty preparing retroactive accommodations.
- There was discussion about the digital competency survey. This survey is not mandatory and one faculty who has completed the survey has found that the results are not understandable.

- It was shared that there will be a digital competency self-checklist.
- It was shared that there will be new procedures for the learning management system that is used at Northern College that could include requirements for content of a master course.
- There was discussion about the denial of timetabling requests from faculty.

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

No reports were tabled.

8.5 Return to Work

No reports were tabled.

9.0 Unfinished Business

None.

10.0 New Business

10.1 – MacKay donation

There was a province-wide appeal that went out through official channels for donations of funds to assist with the legal expenses for a faculty member from Mohawk College, some months ago. At that time, local 653 contributed a modest donation. There is a new province-wide appeal for donation of funds to assist with newest legal expenses for a faculty member from Mohawk College.

Discussion resulted in the drafting of a motion with regards to the (second) donation of funds.

Motion: That local 653 make a further donation of \$200 for Kevin MacKay's legal fees.

Moved: Suzanne Tremblay

Seconded: Neal McNair

Carried

10.2 – Day of Mourning ceremony (Timmins – April 28, 2018) donation for wreath

On April 28, 2018, a ceremony to honour workers injured on the job will occur in Timmins. There is an opportunity for local 653 to send a wreath to be laid during the ceremony.

Discussion resulted in the drafting of a motion with regards to the sending of a wreath.

Motion: That local 653 spend \$100 to send a wreath to the Day of Mourning ceremony (Timmins – April 28, 2018), via contact with Love Bug Flowers.

Moved: Kathy Smith

Seconded: Shane Storrington

Carried

10.3 – Purchase time for union business (2018-2019)

President Shaba initiated a discussion of purchased time for union business with the request for LEC members to advise him if there are any hours that anyone would like to adjust or relinquish. President Shaba shared some initial thoughts on potential changes to the allocations of purchased time that could occur for the 2018-2019 academic year.

10.4 – Participants to go to CAAT Academic Divisional Conference in Toronto (June 1-3, 2018)

President Shaba initiated a discussion of the local sponsoring participants to attend the CAAT Academic Divisional Conference that will take place in Toronto on June 1-3, 2018. Local 653 receives funding for the local president to attend the Conference. There is the potential for members of the LEC to fly to Toronto, via Porter Airlines from Timmins to the Toronto Island Airport.

Discussion resulted in the drafting of a motion with regards to the local sponsoring participants to attend the CAAT Academic Divisional Conference that will take place in Toronto on June 1-3, 2018.

Motion: That local 653 would sponsor 3-4 additional members of the LEC to attend the CAAT Academic Divisional Conference that will take place in Toronto on June 1-3, 2018, with names to be forwarded to Local 653 Secretary, Warren Schaffer, by Tuesday, April 17, 2018.

Moved: Neal McNair

Seconded: David Rogalsky

Carried

11.0 Campus Reports

None.

12.0 Adjournment

Meeting Adjourned at ___**5:45 PM**___