

OPSEU Local 653 Meeting – LEC Minutes

Date: Friday, February 23, 2018

Location: by Video

Attendance:

L. Shaba, S. Tremblay, N. McNair, M. Vielleux, K. Whelan, T. Dearden, D. Rogalski, D. Silver, W. Schaffer, K. Smith

Regrets:

S. Storrington, C. Sheehan, M. Studd

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President called the meeting to order at __ **3:37 PM** ____

2.0 Adoption of the Agenda

Additions under New Business:

None

Motion: That the agenda be adopted as amended

Moved: Kathy Smith

Seconded: David Silver

Carried

3.0 Minutes of Previous Meeting (Jan 26, 2018)

Motion: That the minutes of Jan 26, 2018 be adopted as presented

Moved: David Silver

Seconded: Tyy Dearden

Carried

4.0 Business arising from the minutes

None

5.0 Treasurer's Report

Treasurer's report was not available.

There were monies recently received from the Canadian Association of University Teachers (CAUT) in the form of a donation arising from the strike in 2017.

6.0 Correspondence

President Lad Shaba shared that there is a Social Media Day of Action for Contract Faculty scheduled for February 28, 2018.

7.0 Reports of Officers

7.1 President

President Lad Shaba provided a report in advance of the LEC meeting. He shared that:

- The local has received overtime statements and the 2018 Seniority list for Northern College faculty. These items are being reviewed for errors and omissions.
- There is currently an effort underway to find a new faculty representative for the Northern College Board of Governors, and a faculty representative for the election committee for the Northern College Board of Governors.
- The Article 27 12 report provided to the union local has revealed faculty that have many teaching hours per week (including 35 hours/week) and the union local is looking into this.
- Issues have come to light with regards to international students – including needs for a more effective way of transferring credits for students with past education, needs for additional supports for students with English as a second language, and needs for better responses and management of student plagiarism and lack of textbooks possessed by students. President Shaba observed that David Oancia, the new Manager of International Programs and Services could be invited to explore and assist with the issues with international students.

7.2 Board of Governors Report (BoG)

No report available.

The faculty representative for the Board of Governors position will soon be vacant and the effort for election of a new faculty representative for the Board of Governors has started.

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

1st Vice President David Silver offered that there is a meeting of the Accessibility Committee scheduled for March 2, 2018.

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 number of items have come up, or have received recent attention:

- A faculty member from the Timmins Campus had 10 days of paid sick leave.
- A faculty member from the Timmins Campus will be provided with equipment and will be advised before things are thrown out.
- The grievance that was filed by support staff at Northern College with regards to notetaking at meetings has been refused and this grievance could proceed to arbitration.
- A faculty member from the Timmins Campus has broken a bone and has returned to work with accommodations.
- A meeting occurred with regards to a Modified Workload Arrangement for a faculty member at the Timmins Campus. Management did not follow the process for the Modified Workload Arrangement and the union has sent a response to the events.
- Arbitrations are coming up on March 29, 2018 and April 12, 2018. There is the possibility of an arbitration in May 2018 and there is one additional arbitration that has yet to be scheduled.

- The Equity Committee is not happening right now because of management's refusal to allot faculty time to serve on the Committee.

8.0 Reports of Committees

8.1 WMG

Union co-chair Warren Schaffer shared that at present there are multiple CWMG meetings for which minutes have not been received. There is at least one workload complaint that has not been heard at a CWMG meeting and a request for the next meeting has been sent for this matter.

There will need to be new efforts to revisit and reproclaim (past) local agreements.

There was a grievance filed with regards to a Modified Workload Arrangement for a faculty member at the Timmins Campus (same as described above as in Chief Steward report).

8.2 CESC

Union co-chair Neal McNair shared that a meeting of this committee was held on February 16, 2018.

At the meeting, management shared that there are various financial challenges facing Northern College, including the increased costs associated with the passing of Bill 148 (equal pay for equal work, change in vacation pay to 6%) – this will lead to \$1.8 million dollars of additional costs to Northern College, and decreased revenues from the cancellation of the Pures partnership (a schooling initiative in southern Ontario that used Northern College curriculum) – this will amount to \$4 million dollars less of income to Northern College per year. The union asked management how much money was saved because of the faculty strike, but no numbers were provided. The union asked whether the revenues that came from Pures are used for faculty salaries and management responded that the revenues are not used for faculty salaries. The union asked about bringing additional international students to Northern College campuses (instead of to the Pures schooling initiative in southern Ontario) and management responded that that would not be desirable because there would need to be additional supports and faculty made available to the (new, international) students and that an increase in foreign students numbers may not look good.

8.3 UCC

Union co-chair Neal McNair provided an overview report immediately prior to the LEC meeting, and then also shared that a UCC meeting occurred on February 23, 2018 and there were various items/topics discussed:

- The union expressed concerns that management is expecting faculty to do extra work associated with Accessibility Centre Testing and stated that under the rules of labour law, workers do not have a duty to accommodate for accessibility needs.
- The union expressed concerns with regards to an online business course/project, including that the faculty member has no work to do as the course is automated, that the course has no depth and there are concerns over course content quality, and that the format of the course could lessen employment stability for the faculty member involved with the course. The union has learned through a Freedom of Information request that the course development was from a private company. Management stated that the current online business course is being monitored for quality, primarily through student feedback, and is subject to the same quality assurance criteria as other courses.
- The union expressed that the Academic Freedom policy that has been developed at Northern College pertains to applied research and does not address education quality as it should with the new Academic Freedom article in the Collective Agreement (Article 13). The union also expressed that the new Academic Freedom article in the Collective Agreement (Article 13) pertains to all duties of a faculty member.
- The union observed that recently in the local media, President Fred Gibbons stated that due to the financial burden of refunding student tuition, there would be delays in investments in (new) classroom technology. The union observed that it has become known that investments in new classroom technology

will be occurring. President Fred Gibbons indicated that he would not be revising/retracting his comments to the media.

- The union requested information with regards to how many faculty were on long-term-disability, and therefore might not have received the \$900 of return-to-work funds (from the Kaplan ruling) after the strike. Management refused to answer this question on the grounds that the information is confidential.
- There are 2 upcoming faculty retirements.
- There will be a new information technology system called WebEX to replace Blackboard Collaborate.
- The union expressed concerns that the graduate performance review (survey of Northern College graduates 6 months to 5 years after graduation) that is currently being coordinated and performed by Northern College faculty represents a conflict of interest, that it is unacceptable, and that it should be stopped in its current form.

Clint Sheehan will be replacing Mike Studd as an observer on the UCC.

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

Suzanne Trembly shared that there was one recent Health and Safety incident at the Timmins Campus.

8.5 Return to Work

No specific reports were shared.

9.0 Unfinished Business

None.

10.0 New Business

None.

11.0 Campus Reports

From the Kirkland Lake Campus, there are concerns over the lack of student contact in a new course, and the use of Facebook and YouTube in that course.

From the Haileybury Campus, there are concerns over accommodations for students registered with Accessibility Services, specifically Memory Aid page content and pressure put on faculty during the creation and approval of Memory Aid pages.

From the Timmins Campus, there is the observation that all faculty should use their full allotment of Professional Development days, each year.

12.0 Adjournment

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