

OPSEU Local 653 Meeting – LEC Minutes

Date: Friday, January 26, 2018

Location: by Video

Attendance:

L. Shaba, S. Tremblay, N. McNair, S. Storrington, C. Sheehan, M. Studd, D. Rogalski, D. Silver, W. Schaffer

Regrets:

M. Vielleux, K. Whelan, T. Dearden, K. Smith

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President called the meeting to order at __ **3:35PM** __

2.0 Adoption of the Agenda

Additions under New Business:

10.1 – Local snapshot (WS)

Motion: That the agenda be adopted as amended

Moved: Suzanne Tremblay

Seconded: Clint Sheehan

Carried

3.0 Minutes of Previous Meeting (Nov 24, 2017)

Motion: That the minutes of November 24, 2017 be adopted as presented

Moved: David Rogalsky

Seconded: Neal McNair

Carried

4.0 Business arising from the minutes

President Lad Shaba shared that the hardship committee that was formed on account of the strike by college professors is wrapping up its activities, and that there was one recent case at the Moosonee campus. There were thank-you advertisements printed in the local newspapers that serve each of the four Northern College campuses in order to acknowledge support that was received by faculty during the strike.

5.0 Treasurer's Report

Treasurer Mike Studd submitted his financial statement dated January 26, 2017.

Treasurer Mike Studd shared that the finances of local 653 are not doing too badly with regards to income. There are some reimbursement cheques from OPSEU that are still arriving. The expenses associated with the strike are now completed. There is still some money left in the bank. A strike report has not been prepared, but this could be done.

Treasurer Mike Studd shared that there has been discussion with Northern College management with regards to the purchased time for union activities – there is an agreement between the union local and Northern

College management that the charge for union time will be based on the actual weeks of work in 2017, but the union local did not agree with paying for the time before the Kaplan return to work ruling was released (released on December 20, 2017) and it was expressed that 5 weeks should be dropped from the billing. The response from management was “no”, and that the time should be paid for by the union. Discussion at the LEC meeting resulted that the time should be paid for, because union work occurred during the time in question. This new expense will deplete the finances of the local to almost \$0. A new Northern Lights grant application could be put together by Mike Studd. Warren Schaffer had a question about whether there are other contacts (perhaps within CAAT-Academic) that could be pursued to obtain additional money for the union local activities.

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

Moved: Neal McNair

Seconded: Suzanne Tremblay

Carried

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

Moved: Clint Sheehan

Seconded: David Silver

Carried

6.0 Correspondence

President Lad Shaba shared that there has been a recent communication (January 25, 2018) from RM Kennedy on behalf of the DivEx, with regards to the first DivEx meeting that has occurred after the strike. Topics of information in the communication included:

- RTW – Lump Sum Payments
- Provincial Task Force
- Bill 148 Meetings
- Article 26.10 D/E - Partial Load Registry
- Academic Freedom Committee
- Local Agreements
- OPSEU Convention
- CAAT-A Divisional Meeting
- Employee/Employer Relations Committee (EERC)

President Shaba expressed the hope that there will be the opportunity for 4 members of the LEC to attend the CAAT-Academic Divisional Executive meeting in Toronto in June 2018.

President Shaba shared that there are students arriving at Northern College campuses from India.

7.0 Reports of Officers

7.1 President

President Lad Shaba presented a written report:

Grievances- We filed two grievances last year, one for lack of Return to Work meeting for a faculty member, and the other one for the late initial step calculations for new hires. The former was withdrawn, and the latter will proceed to arbitration. All the workload grievances filed with respect to extra workload post-strike have been resolved by the Kaplan Award.

Two grievances have been withdrawn at the arbitration level. And another one was partially settled, then we ran into a snag during the formulation of the Terms of Reference.

Modified Workload –A request for a Modified Workload came in from the College. It was reviewed and

deemed to be incomplete. Neal and I have advised the College as such.

Bill 148- We will continue to monitor Bill 148 to gauge the implications on our Collective Agreement, especially on the rights that we currently enjoy.

UCC- Finally a UCC meeting took place and lots of items on the agenda were discussed. More will be on the UCC report.

OPSEU Convention- OPSEU convention is in May, so Suzanne and I will be in attendance.

Purchase Time for Union Business- the purchase time for union business invoice came in. But we dispute the charge during period immediately after the strike since the college absolutely refused to have a UCC meeting. Everything was in a holding pattern until the Kaplan award. The treasurer will have more to say this issue. Motion to pay all or partial invoice will be required.

FOI-Pures College- Recall that the union local filed a Freedom of Information (FOI) request about Pures College contract with the College and its implications on the academic. The college fought against the release of this contract all the way to the adjudicator level. The adjudicator award just came out last week. In it, it required the College to release the financial information to the union local by February 21, 2018. I can forward you a copy of the award if you like to read it.

10 PD Days- As you know, we have 9 PD days and not 10 this year. You should encourage members in your department to utilize them all prior to their vacation's request.

President Shaba shared that a letter has been received from the chair of the Northern College Board of Governors (Al Spacek) to address concerns expressed by members of the LEC with regards to occurrences during the strike. President Shaba offered that he will send a response letter to Mr. Spacek in order to clarify and respond to information in Mr. Spacek's letter.

President Shaba shared that no new information has been shared by Northern College with regards to savings that were realized during the strike.

President Shaba shared that faculty who completed the in-service training program for teaching approaches may have had a change in the date of their step increase and that a grievance may be necessary to fix this.

7.2 Board of Governors Report (BoG)

No report received.

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

1st Vice President David Silver shared that at a meeting of the Quality Assurance committee (January 26, 2018), it was presented that a new program will require all faculty at Northern College to submit a skeleton of all course content to a central database. This will be a significant amount of work. There will be only certain individuals (master writers) that will have access to all the gathered content for editing purposes.

At the Quality Assurance committee meeting it was announced that the audit for Northern College will occur in November 2018.

It was announced that Northern College has purchased 50 general education courses from Algonquin College. The availability of the general education courses could have workload and employment consequences for Northern College faculty.

2nd Vice President

2nd Vice President Warren Schaffer shared that there was a recent concern expressed to management about the information on paycheques for partial load faculty. Management in the Veterinary Technician program responded with an explanatory email that the paycheque information change happened because of new formatting requirements under Bill 148.

7.4 Chief Steward

Chief Steward Suzanne Tremblay shared that there has been a grievance filed with regards to diversity. Northern College has made it known that a new Terms of Reference could be developed for diversity, but there has been a refusal to allot funds to cover the faculty work that would be required. This grievance may have to go back to the arbitrator.

There was a grievance with regards to illegal overtime for a faculty member on the Haileybury Campus and a settlement was achieved.

The grievance with regards to minute taking at meetings was withdrawn by the union. It has become known that a member of the support staff union (local 654) has filed a grievance with regards to minute-taking.

The grievance with regards to the denial of requested time to attend union discussions in the fall 2017 will make its way to arbitration.

There is a grievance with regards to vacation and PD days requested by a faculty member that is scheduled for arbitration on April 12, 2018.

A grievance from a faculty from the Kirkland Lake campus will be rescheduled.

A faculty member from the Timmins Campus who has a sick relative is receiving support from the union local.

A grievance with regards to the salary for a partial load faculty has yet to be scheduled.

8.0 Reports of Committees

8.1 CWMG

Union co-chair Warren Schaffer that a CWMG meeting scheduled for January 26, 2018 was postponed because the non-availability of a union member of the committee. This CWMG meeting was to have heard a workload complaint with regards to workload associated with preparing new evaluations in response to retroactive accommodations for students registered with the Accessibility Services department at Northern College.

Warren Schaffer shared that in recent days he has learned from his manager, Doug Clark, that course outline preparation work using the COMMS system is an “expectation” of Northern College faculty. This characterization differs from the information directly shared at CWMG meetings. Discussion at the LEC meeting revealed faculty who are not using and who are not fully using COMMS for course outline work.

Warren Schaffer shared that it has become known that there is a call out from management for faculty volunteers to beta test a new business course that is posted online. Perhaps there could be ways to recognize this work of faculty because it is a service to Northern College for the beta-testing.

Warren Schaffer shared that production of minutes from CWMG meeting is still behind schedule. He proposed that perhaps a retooling of the approach and arrangement for minute-taking could be considered. There was no support by LEC members for a retooling of the approach or retooling of the arrangement for minute-taking at CWMG meetings.

8.2 CESC

Union co-chair Neal McNair shared that a meeting of the CESC committee has been called by management.

8.3 UCC

Union co-chair Neal McNair shared documents that included his notes from the most recent UCC meeting (occurred January 19, 2018).

Neal shared that at the most recent UCC meeting the union asked how much money the college saved during the strike.

The issue of the demand for faculty to prepare new evaluations because of retroactive accommodations was raised. Management responded that this concern could be raised with the committee that discusses Accessibility concerns – it has since been announced that this committee will next meet in May 2018 so this is not inadequate.

There is a new Conflict Resolution Policy that has been announced by management. The union responded that there has not been enough faculty involvement in developing the policy. The union expressed that the new policy does not abrogate nor mediate the rights of faculty.

There was some discussion about the new automated courses that are being used at Northern College. The union expressed that the new courses are not comparable to traditional course delivery, and that there are concerns over various aspects, including: the quality of this delivery, a lack of confidence in the registered student actually doing their own work, and concerns over how the work is recognized, including on a faculty member's SWF.

There was discussion about the Academic Freedom policy at Northern College. Management assured the union that there is a policy with regards to Academic Freedom, but some later investigation by the union revealed that the policy pertains to research by faculty.

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

No reports were presented.

8.5 Return to Work

A grievance associated with a faculty return to work at the Timmins campus has been withdrawn.

There is a faculty member from Tech and Trades at the Timmins Campus that will be on leave.

9.0 Unfinished Business

None.

10.0 New Business

10.1 – Local snapshot (WS)

Second Vice-President Warren Schaffer reiterated his idea that there should be an effort for individual LEC members to compile and summarize a description for each LEC member, including: President, 1st Vice-President, 2nd Vice-President, Treasurer, Secretary, Chief Steward, Associate Chief Steward, Communication Officer, committee co-chairs, Steward.

The effort could be very beneficial for building the local capacity of the local and increasing its effectiveness and for better preparing for the future including retirements and changes in the LEC membership. The descriptions could be used as a basis for individual LEC members to work on their own plan for goal-setting and development.

President Lad Shaba offered that the OPSEU constitution has descriptions of the duties for LEC members. His concern is over how we get more individuals to participate in the LEC. David Silver suggested that partial load faculty could be invited to LEC meetings.

11.0 Campus Reports

None.

12.0 Adjournment

Meeting Adjourned at 5:40 PM