

OPSEU CAAT Academic Local 653 Meeting – LEC Minutes

Date: Friday, May 11, 2018

Location: Heritage North, Kirkland Lake

Attendance:

L. Shaba, N. McNair, S. Storrington, C. Sheehan, D. Silver, W. Schaffer, K. Smith

Guests:

Aaron Minor (President, OPSEU Local 654, (union local for support staff, Northern College)), Samantha Airdrie, Teena Bates-Yarkie

Regrets:

S. Tremblay, M. Vielleux, M. Studd, K. Whelan, T. Dearden, D. Rogalski

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President Lad Shaba called the meeting to order at __ **9:45AM** __

2.0 Adoption of the Agenda

Motion: That the agenda be adopted as amended

Moved: Kathy Smith

Seconded: Clint Sheehan

Carried

3.0 Minutes of Previous Meeting (April 13, 2018)

Motion: That the minutes of April 13, 2018 be adopted as presented

Moved: Neal McNair

Seconded: Shane Storrington

Carried

4.0 Business arising from the minutes

Lad Shaba provided an update on the progress of the Diversity Program at Northern College. A meeting occurred between the union and management following a request for a new School of Indigenous Studies to be formed at Northern College. A second meeting occurred between Lad Shaba and Northern College President Dr. Fred Gibbons with regards to how the hiring for the Diversity Program would occur – a suggestion was made by the union that the minimum qualifications should be a Masters degree and not a PhD. A third meeting occurred between Lad Shaba and Northern College Vice-President Academic Dr. Audrey Penner with regards to the Diversity Program and Dr. Penner shared that the first step will be hire a new full-time indigenous manager, and faculty hiring will follow. Lad Shaba shared with Dr. Penner that updated information could be shared with the UCC, with updates with new progress.

5.0 Treasurer's Report

Treasurer submitted his financial statement dated May 11, 2018.

Treasurer Mike Studd was not present for the meeting, as he is off work due to health reasons.

President Lad Shaba presented an overview of the financial standing of the local.

Funds from the Northern Lights grant will be arriving soon.

The financial report for May 1, 2017 to April 30, 2018 indicates a net loss in the funds held by the local due to the expenditures associated with the strike.

The balance sheet dated April 30, 2018 indicates about \$11808.

The budget for that has been drafted for May 1, 2018 to April 30, 2019 indicates a surplus of about \$1000.

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

Moved: Kathy Smith

Seconded: David Silver

Carried

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

Moved: David Silver

Seconded: Neal McNair

Carried

3) **Motion:** To approve the budget for May 1, 2018 to April 30, 2019 that was prepared in May 2018.

Moved: Kathy Smith

Seconded: Neal McNair

Carried

6.0 Correspondence

2nd Vice President Warren Schaffer shared that a recent article in the *Chronicle of Higher Education* entitled "Why We Must Stop Relying on Student Ratings of Teaching" by Michelle Falkoff (APRIL 25, 2018) that presented the multitude of inherent problems with using student evaluations of professors and the likelihood that such evaluations could become illegal.

7.0 Reports of Officers

7.1 President

President Lad Shaba presented his report in printed form with a verbal summary. Overall themes that were addressed include information on: Full Time Faculty Numbers; Full-Time Hires and Vacant Full-Time Faculty Positions Due to Retirement; Grievances/Work Load Complaints; Article 11.08 and Volunteer; Labor Relations with the College; PD Days. A complete version of this report is available at the local 653 webpage. A complete version of this report is available at the local 653 webpage.

7.2 Board of Governors Report (BoG)

No report was submitted, nor presented.

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

1st Vice President David Silver offered that he has spent time serving as a member of committees at Northern College (Quality Assurance, Applied Research, Accommodations, and Attendance) and that each committee is strongly controlled by management so that each ends up serving as a grind mill narrowly confined to management's interests. The Quality Assurance Committee is consuming the time and energy of senior management of Northern College. A self-audit report is being produced, but this audit report will not (likely) benefit faculty. Procedure documents have been released by management, based on the policies that have been tabled at the UCC. The Applied Research committee is turning attention towards experiential learning. The Accommodation Committee is a farce – meetings have been cancelled, summaries are poor and the report from the committee is incomplete. The Attendance Committee has revealed that the absenteeism for support staff at Northern College is higher than average, and the absenteeism for faculty and management is a bit higher than average. This committee will continue to monitor absenteeism at the school.

2nd Vice President

2nd Vice President Warren Schaffer presented his report in printed form with a verbal summary. Overall themes that were addressed include information on work that has been undertaken on a projects to contribute to building local capacity and to provide information to non-full time faculty. A complete version of this report is available at the local 653 webpage.

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7.4 Chief Steward

Chief Steward Suzanne Tremblay was not present to present a report.

8.0 Reports of Committees

8.1 UCC

In a follow-up to the last LEC meeting, union co-chair Neal McNair shared that the “soft” timetabling requests by faculty are being rejected by managers and this will be challenged by local 653. Members of the local executive have also received denials for having time for union functions on Friday afternoons and this has been objected to. A plan for faculty work on Master Courses may be underway, but details are not known.

8.2 CESC

Union co-chair Neal McNair shared that there was no new meeting and no new report.

At the one CESC meeting that occurred in spring 2018, Dr. Fred Gibbons indicated that there would be a follow-up meeting in 6 weeks but a subsequent meeting was never scheduled.

8.3 WMG

Union co-chair Warren Schaffer shared his report in printed form with a verbal summary. Overall themes that were addressed include information on: concerns over the backlog of undocumented and uncirculated minutes from CWMG meetings; some details on events from workload resolution arbitrations; concerns over information from management including with regards to compensation for late SWFs. The report also highlights some of the more isolated accomplishments of the committee as well as provides a list of the ongoing and continuing work of the committee. The primary workload resolution arbitrator for the 2018-2019 academic year at Northern College is Katherine O'Neill, with Ian Anderson as a back-up/secondary workload resolution arbitrator. A complete version of this report is available at the local 653 webpage.

The GMM participants had a brief discussion with regards to the newly available 5 year plan – Academic Calendar that has been circulated by management to the CWMG.

Union co-chair Warren Schaffer shared that 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.

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

A brief submitted report from Peter McDonagh (Health and Safety representative, Haileybury Campus) was read – there have been no responses/actions to address issues revealed during inspections at the Haileybury Campus. At the Haileybury Campus, the presence of asbestos remains a hazard.

8.5 Return to Work

No report was submitted, nor presented.

9.0 Unfinished Business

No report was submitted, nor presented.

10.0 New Business

None.

11.0 Campus Reports

None.

12.0 Adjournment

Meeting Adjourned at ____ **12:07 PM** ____