

## **OPSEU CAAT Academic Local 653 Meeting – LEC Minutes**

**Date:** Friday, October 19, 2018

**Location:** Haileybury Campus, Upstairs Boardroom; Video

**Attendance:**

L. Shaba, S. Tremblay, N. McNair, C. Sheehan, M. Studd, K. Whelan, T. Dearden, D. Rogalski, W. Schaffer, K. Smith,

**Guests:**

Dr. David Silver (faculty, School of Veterinary Sciences, Haileybury Campus, Northern College)

**Regrets:**

S. Storrington, M. Vielleux, T. Bates-Yarkie

**Taker of Minutes:**

W. Schaffer

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**1.0 Call to Order**

President Lad Shaba called the meeting to order at \_\_ **3:38 PM** \_\_\_\_

**2.0 Adoption of the Agenda**

**Additions under New Business:**

**10.1** – Alternate for Convention

**10.2** – Distance teaching/Contact North/Satellite teaching

**10.3** – Freedom of Information request

**10.4** – Workload discussions

**10.5** – Information meeting for members

**Motion:** That the agenda be adopted as amended

**Moved:** Kathy Smith

**Seconded:** Tyy Dearden

**Carried**

**3.0 Minutes of Previous Meeting (September 14, 2018)**

**Motion:** That the minutes of Sept 14/2018 be adopted as presented

**Moved:** Clint Sheehan

**Seconded:** Neal McNair

**Carried**

**4.0 Business arising from the minutes**

An item that has not been resolved from the September 14, 2018 LEC meeting is how the treasurer duties will be handled for the local – there is currently a treasurer on the local executive and an external bookkeeper. From the minutes of the September 14, 2018 LEC meeting of local 653: “Treasurer Mike Studd wonders whether it is worth continuing the relationship with the external accountant that has been set up to work with the LEC for reasons including that there is not much work to do, that work that is done typically has to be

redone by Mike Studd, and that there is work that Mike Studd has to do to prepare information for the external accountant.”

At this LEC meeting, Mike Studd expressed that ever since the strike, things are back to normal, and there is not a huge amount of work with regards to local finances. More of his time is needed to be taken to prepare for the bookkeeper, there are expenses associated with this work, and unfortunately there have been mistakes in the work performed by the bookkeeper that Mike has needed to fix. Mike Studd recommends to the LEC that the services of the bookkeeper are no longer required.

There was some discussion amongst the LEC members - President Lad Shaba offered some history that the bookkeeper was needed due to medical leave of the treasurer. Dr. David Silver offered that there may be an advantage to have an external agent who handles the monies for the local. Mike Studd offered that there are audits of the local finances that are happening. It was observed that the services of the bookkeeper could be stopped, and then could be restarted again if needed. It was observed that perhaps another member of the LEC could be trained in accounting to assist and then take on the treasurer duties if there was a need, but no LEC member identified themselves for this purpose at the LEC meeting.

**Motion:** Members of the local executive of local 653 vote to terminate the contract of the bookkeeper who has been assisting with the management of the finances for the local.

**Moved:** Lad Shaba

**Seconded:** Warren Schaffer

**Carried**

A vote was conducted (including three votes that were cast after the September 14, 2018 LEC meeting of local 653), and by a majority it was found that notice should be given to terminate the services of the bookkeeper who has been working with local 653.

### 5.0 Treasurer's Report

Treasurer Mike Studd submitted his financial statement dated October 13, 2018, and offered the following:

- Overall the local is experiencing normal expenses with normal transactions and the rebate monies are listed in the financial statements.
- There is a need to arrange signing authority for the 2<sup>nd</sup> Vice-President Clint Sheehan.

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

**Moved:** Suzanne Tremblay

**Seconded:** Kathy Smith

**Carried**

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

**Moved:** Suzanne Tremblay

**Seconded:** Tyy Dearden

**Carried**

### 6.0 Correspondence

President Lad Shaba offered that the materials about the anniversary of the start of the 2017 faculty strike arrived late at his desk, from OPSEU and then getting them out to the individual Northern College campuses in a timely fashion was not possible. It is difficult to arrange/organize events/presentations with regards to union matters on our campuses for reasons including the limited resources of the local and the past unwillingness of management to allow events/presentations at Northern College campuses.

President Lad Shaba offered that he will be attending the meeting of OPSEU local presidents.

President Lad Shaba offered that there will be an OPSEU convention in the summer of 2019 and participation from local 653 will be encouraged.

1<sup>st</sup> Vice President Warren Schaffer shared that there are two different union educationals coming up in November 2018, one in Toronto and one in Timmins. The costs for some participants from local 653 will be covered by OPSEU, at least in part. It would be expected that participants would provide information back to the local in the form of a brief presentation.

**Motion:** Local 653 should make available monies to fund participation of members of the local union 653 executive to attend educationals that have been announced for November 2018, in Toronto and in Timmins.

**Moved:** Kathy Smith

**Seconded:** Clint Sheehan

**Carried**

## **7.0 Reports of Officers**

### **7.1 President**

President Lad Shaba presented:

- That there are problems with the Partial Load Registry that has been received by local 653 from the management of Northern College, including that the Partial Load Registry does not match the seniority list for faculty.
- New hiring of faculty has occurred in recent months and some of the new faculty have graduate degrees. One newly hired faculty was given a letter that stipulated that the faculty is expected to obtain a Masters degree. The union is interested to receive all letters of hiring for all the new faculty.
- Local 653 is interested in the next steps with regards to Bill 148, including that partial load faculty who become sessional faculty should not experience a drop in pay.
- There was an incident recently where students in a course at Northern College signed a petition to get action with regards to a student that threatened a faculty member. The student who made the threat has since been suspended from studies at Northern College. Prior to the petition and the suspension, the faculty member had brought information forward to management with regards to worrying behaviour of the student. Management did not share information with the faculty member with regards to its actions about the student. Local 653 is concerned about the safety of the faculty and the students, about the effectiveness of the communication with regards to the situation, and whether the duty to report might have been violated.

### **7.2 Board of Governors Report (BoG)**

No report was provided.

### **7.3 Vice-Presidents (1st and 2nd)**

#### **1<sup>st</sup> Vice President**

1<sup>st</sup> Vice President Warren Schaffer offered the provided an update on a bylaws project that he is pursuing on behalf of local 653.

## **2nd Vice President**

2<sup>nd</sup> Vice President Clint Sheehan offered that the quality assurance audit is upcoming on November 5 and 6, 2018 with regards to 6 standards. Meetings for faculty to participate in audit appear on SWF documents for the faculty involved. Management has indicated that there are no consequences for failure of the quality assurance audit. It will be important for faculty and local 653 to remain watchful for any extra/new work that might be expected by management as a result of any deficiencies that are revealed by the audit.

## **7.4 Chief Steward**

Chief Steward Suzanne Tremblay shared:

- That she has become aware that Northern College's first virtual reality course will be launched on October 20, 2018.
- That there is a faculty member at the Timmins Campus that is currently working 12 hour work days voluntarily, but that the paperwork about the 12 hour work days has not been received by local 653.
- That newly hired faculty should sign union cards.
- That multiple textbook publishing companies have indicated that any Master Course materials at Northern College can only contain textbook content if the textbook is required (and adopted) for the course.

## **8.0 Reports of Committees**

### **8.1 UCC**

Union co-chair Neal McNair shared that one meeting has occurred since the last LEC meeting and items that were discussed include:

- Northern College's digital campus and automated courses – management has shared that in their view the courses meet learning objectives and no other information has been made available.
- Recently a document with regards to the contract for the work undertaken by Axiom has been received from management. At the UCC, management has attempted to discontinue discussion of the contract document.
- Assignment letters for newly hired Northern College faculty may contain information of interest to the union and the union is still interested to receive all of this information.
- Request for blocked-off timetable time by union members, because of union business (including LEC meetings) is an issue because managers are denying requests for blocked off timetable time.
- The partial load registry work by management is limited and incomplete at this point.
- There is some new information with regards to Master Course procedures on the LMS.
- There are new online evaluations initiated by management.

### **8.2 CESC**

Union co-chair Neal McNair shared that there have been no new meetings of this committee and that management continues to express that the committee's function is only to deal with layoffs of faculty.

### **8.3 WMG**

Union co-chair Warren Schaffer shared:

- No meeting has occurred for the committee.
- An arbitration hearing with regards to a preliminary objection with regards to a workload complaint occurred and a written submission was produced and submitted.
- The partial load registry deadline is October 31, 2018, and that it will be beneficial for a communique to be sent out from local 653 to all partial load faculty that highlights the deadline date.
- Electronic (scanned) versions of SWF documents are being received at the Haileybury Campus. These new scanned versions of the files have great disadvantages and the paper copies will continue to be expected at the Haileybury Campus.

- The issue of non-teaching periods and the scheduling of faculty work has been raised as an interest among some faculty at Northern College and this interest should be a continuing topic for discussions at LEC meetings.

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

A written report was received from Peter McDonagh (Health and Safety representative for local 653, Haileybury Campus) and the major themes were presented from that report, including:

- The employer has been negligent with regards to meetings and required actions based on the findings of Health and Safety inspections.
- The employer continues to be in contravention of the Occupational Health and Safety Act for reasons including lack of training.

Peter McDonagh also points out that recently, two long standing support staff members of the Health and Safety committee have withdrawn their names from the committee, one citing the lack of appropriate responses from the employer as the reason for their withdrawal.

#### **8.5 Return to Work**

Chief Steward Suzanne Tremblay shared that recently a faculty member from the Timmins Campus had an infection and needed to be away from work using sick days. The union local will be interested to assist the faculty member with monitoring her sick day tally – the sick days might be/have been changed without cause.

#### **9.0 Unfinished Business**

None.

#### **10.0 New Business**

##### **10.1 – Alternate for Convention**

The possibility exists for a member of the LEC to attend the OPSEU convention that is scheduled for May 23-25, 2018 in Toronto.

##### **10.2 – Distance teaching/Contact North/Satellite teaching**

This item was deferred to a future LEC meeting.

##### **10.3 – Freedom of Information request**

This item was deferred to a future LEC meeting.

##### **10.4 – Workload discussions**

This item is covered elsewhere in these minutes – under the WMG report.

##### **10.5 – Information meeting for members**

Information sessions will be held for members of local 653. The information sessions could take place in 2019.

#### **11.0 Campus Reports**

None.

#### **12.0 Adjournment**

Meeting Adjourned at \_\_\_ **6:10 PM** \_\_\_