

OPSEU CAAT Academic Local 653 Meeting – LEC Minutes

Date: Friday, September 14, 2018

Location: Timmins Campus, video link to Kirkland Lake Campus

Attendance:

L. Shaba, S. Tremblay, N. McNair, S. Storrington, C. Sheehan, M. Studd, W. Schaffer, K. Smith

Guests:

Teena Bates-Yarkie (faculty, Northern College, Haileybury Campus)

Regrets:

M. Vielleux, K. Whelan, T. Dearden, D. Rogalsky

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President Lad Shaba called the meeting to order at **__3:35 PM__**

2.0 Adoption of the Agenda

Additions under New Business:

10.1 – “orientation” for new hires

10.2 – Digital Campus automated course development contracts with Axiom

10.3 – College handling of ‘overflow’ international students

10.4 – Review of engagement of accounting services outside the LEC

10.5 – Master course development

10.6 – Appointment of steward for Haileybury Campus

10.7 – Terms of Employment

Motion: That the agenda be adopted as amended

Moved: Kathy Smith

Seconded: Neal McNair

Carried

3.0 Minutes of Previous Meeting (May 11, 2018)

Motion: That the minutes of May 11, 2018 be adopted with one revision to the Chief Steward report

Moved: Clint Sheehan

Seconded: Kathy Smith

Carried

4.0 Business arising from the minutes

President Shaba advised the LEC that the college has sent a letter to a newly hired faculty member at the Timmins Campus that indicates that a Masters degree needs to be obtained by the faculty in 4 years following their hiring (hiring was in summer 2018), as a requirement for continued employment at Northern College. The union has not seen the letter, but the faculty member was required to sign the letter.

5.0 Treasurer's Report

Treasurer Mike Studd submitted his financial statement dated September 14, 2018.

Overall things are better (stronger financial standing) than the two previous reports. The Northern Lights Grant monies received were lower than the usual amount from past years. The trustee reports are up to date and have been submitted.

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: Suzanne Tremblay

Seconded: Shane Storning

Carried

6.0 Correspondence

First Vice President Warren Schaffer observed to the group that the registry for Partial Load faculty is an interesting and developing item.

7.0 Reports of Officers

7.1 President

President Lad Shaba presented:

- That at a meeting he was asked by management to discuss the terms of hiring for new faculty (including that new faculty would remain on probation until they obtain a Masters degree at their own expense after they have been hired) but that the particular language of the terms of hiring was not agreed upon by the College and the union.
- One faculty member at the Moosonee Campus has ceased employment with Northern College. There are some indications that the faculty member could be overworked by the school.
- That he has not officially been told by management, but it could be observed that there have been 9 new full time faculty hires in recent months – 7 new faculty at the Timmins Campus, 1 new faculty at the Haileybury Campus (replacement faculty for faculty on leave of absence), 1 new faculty to start later at the Timmins Campus, 0 new hires at the Kirkland Lake Campus. In addition, there is one new sessional hire at the Timmins Campus. President Shaba observed that the union has not yet received the initial step calculation for the new hires, and that the OPSEU CAAT – Academic union would like the initial placement on scale document to be standardized across all colleges in Ontario.
- That there are about 400 new international students at the Timmins Campus. This has placed considerable strain on local public transportation. There are stories of students who are not prepared for Northern

Ontario weather. At the Timmins Campus, some former Northern College programs have been brought out of abeyance (restarted) to take enrolments of International students.

7.2 Board of Governors Report (BoG)

A report from the Board of Governors representative was requested and none was received.

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

1st Vice President Warren Schaffer communicated that Northern College management has made it known that they have split out Northern College Policies, which require Board of Governors approval, from Northern College Procedures which do not and can therefore be more nimbly adjusted.

A definition has been provided: A policy statement is an organization-level statement that prescribes acceptable methods or behaviors, it describes how you are going to address a specific topic. A policy is simply the way things are done within an organization. It is a declaration of plans and intentions.

Vs. What is a procedure? Policies are different from procedures and standard operating procedures because they are applicable to an entire organization and are primarily intended to set direction. Procedures and standard operating procedures, on the other hand, typically include very specific instructions used to accomplish defined tasks. Requests to create, update or change academic procedures are directed to the VPA office. Anyone can request a procedural change.

1st Vice President Warren Schaffer shared some observations from the CAAT-Academic Divisional Meeting in June 2018:

- Warren “Smokey” Thomas, President of OPSEU shared that the Charter Challenge with regards to the back to work legislation for Ontario college faculty is still in the works, that he is aware that there needs to be new resources and legal support to support arbitrations to defend the Collective Agreement contract but that this will require a business case to be presented to the board of OPSEU.
- An OPSEU grievance officer presented that individual grievances are more successful than policy grievances and that remedies can include acknowledgement of violations of the Collective Agreement to be posted in a public place, that a recent arbitration (Parmar) indicated that 15 days of work per month is the standard for finding 12 months of work in 24 months for rollover, and that there is overall guidance on how to pursue Article 2 grievances.
- There was a keynote guest presentation (James Turk) on Academic Freedom (how we enquire, investigate, pursue and teach and who has control over this) generally in the college sector. Mr. Turk advised that faculty should challenge academic regulations that undermine faculty rights and the individual faculty’s rights to do their job well.
- There was a general presentation on Academic Freedom cases in CAAT – Academic in Ontario with the new Article 13 of the Collective Agreement. The presenter pointed out that sympathetic and compelling arguments will be needed to support cases, that the next 2 years are important for exploring the new language in the Collective Agreement, and that OPSEU will help with the cases brought forward.
- There was a presentation with regards to the new Partial Load Registry.
- There was a presentation on a new Union Powered software proposal that could assist with grievances and arbitrations, including searching and compiling past decisions, guidance on timelines.

On a side note, Warren noted for the group that the April 2019 LEC meeting date would have to change because of an overlap with the Good Friday holiday. There was a suggestion that the LEC meeting dates could be altered to overlap with the schedule for UCC meetings. A revised schedule for the LEC meetings will be sent out by Warren Schaffer.

2nd Vice President

2nd Vice President Clint Sheehan did not have a report.

7.4 Chief Steward

Chief Steward Suzanne Tremblay:

- Observed that all faculty should contact the publishers of their textbook content to express their concerns about the use of the publisher's content in the Master Course content. Master course work is not on any known SWFs and therefore faculty are not obligated to do this work.
- Expressed a concern that there is currently no IT help available at the Timmins Campus after 4:00pm, and when contacted about this lack of help, the manager of information technology was not aware.
- Shared that electronic versions of SWFs will be available for the union soon at the Timmins Campus.
- Shared that she has heard that there have been international students that have been unable to register in Northern College programs. There have been problems with regards to lack of availability of classrooms for courses where international students are enrolled, and problems with regards to classrooms that are too small to adequately accommodate the larger class sizes of international students.
- Shared that she has been made aware of return to work meetings that have occurred without union representation.
- Observed that faculty need to be advised that there are important deadlines as part of filing a workload complaint.

8.0 Reports of Committees

8.1 UCC

Union co-chair Neal McNair shared a report from the UCC:

The last UCC meeting (June 11, 2018) was finally held after being rescheduled numerous times. Management scheduled it for only 90 minutes as they had another meeting booked meaning that we did not have time to cover all items on the agenda.

The next UCC meeting is scheduled for Friday, Sept 21, 2018.

The list below are the items that local 653 has on the agenda:

1. Items carried over from the shortened June meeting:
 - a. Digital Campus and automated courses
 - b. May-June period work assignment letters
2. Business arising from June meeting:
 - a. Timetabling process
 - b. Partial Load Registry
 - c. Master course development
3. New items:
 - a. Handling of international student registrations and program over subscription

8.2 CESC

There was no report as there has not been a meeting.

8.3 WMG

Union co-chair Warren Schaffer shared:

- It has recently come to light that the Tutor.com service has been cancelled by the college, due to expense.
- The recording and circulation of minutes of WMG meetings by management continue to be a problem because of minutes not produced/revised.

- A workload resolution arbitration with regards to faculty workload for preparing and administering retroactive accommodations occurred in May 2018. In the arbitration decision, the arbitrator found largely for management and found that the work for retroactive accommodations will not appear on faculty SWF documents. The arbitration ruling did not document (nor consider?) key details of the case presented by the union. Work on retroactive accommodations at the WMG is ongoing and this item will be raised by the union again.
- On July 13, 2018 there was a WMG meeting to discuss a complaint with regards to professional development days for a faculty member. There is an upcoming meeting scheduled for September 18, 2018 with regards to hearing a preliminary objection by management about the WMG complaint, owing to timeliness on when the complaint was filed.

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

No reports presented.

There is a need for an additional Health and Safety representative for the Timmins Campus (2 representatives currently exist at the Timmins Campus).

8.5 Return to Work

No reports presented.

9.0 Unfinished Business

No reports presented.

10.0 New Business

10.1 – “orientation” for new hires

There is an interest to have some information to give to newly hired faculty. Union stewards could sit down with new faculty to go over their benefits and their initial placement on the salary scale.

10.2 – Digital Campus automated course development contracts with Axiom

A heavily redacted agreement/contract document for the work by Axiom was received by local 653. There are various parts of concern. Another request for the unredacted report has been made. This work could be an issue for the CESC.

10.3 – College handling of ‘overflow’ international students

There will be questions brought up at the UCC with regards to international students who were unable to register in programs that they had chosen at Northern College.

10.4 – Review of engagement of accounting services outside the LEC

In the past, there were motions carried at the LEC with regards to accounting support for the LEC – especially with regards to providing stability and continuity of coverage of duties. 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.

President Lad Shaba pointed out that the external accountant arrangement came about following discussions at the LEC table and is important to help ensure continued accounting support for the LEC. He also offered that the LEC could discuss this matter by email.

10.5 – Master course development

This matter was discussed elsewhere on this agenda and in these minutes, including in the Chief Steward report.

10.6 –Appointment of steward for Haileybury Campus

Motion: President Lad Shaba moved that Teena Bates-Yarkie be proclaimed an interim steward for the Haileybury Campus, to serve for the balance of the term for currently elected stewards (until about June 2019).

Moved: Lad Shaba

Seconded: Neal McNair

Carried

10.7 –Terms of Employment

This matter was discussed elsewhere on this agenda and in these minutes, in the President’s report.

11.0 Campus Reports

None.

12.0 Adjournment

Meeting Adjourned at ___**6:00 PM**___