

OPSEU CAAT Academic Local 653 Meeting – LEC Minutes

Date: Friday, April 12, 2019

Location: by Video

Attendance:

L. Shaba, S. Tremblay, N. McNair, S. Storrington, C. Sheehan, T. Dearden, W. Schaffer

Late:

K. Smith

Guests:

None

Regrets:

M. Studd, D. Rogalsky, 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 **__3:12 PM__**

2.0 Adoption of the Agenda

Additions under New Business:

10.1 Stewards/H+S representative election results

10.2 Local by-laws

10.3 Local dues increase

10.4 Survey of faculty – union matters

Motion: That the agenda be adopted as amended

Moved: Suzanne Tremblay

Seconded: Tyy Dearden

Carried

3.0 Minutes of Previous Meeting (Feb 22, 2019)

Motion: That the minutes of Feb 22/2019 be adopted as presented

Moved: Clint Sheehan

Seconded: Neal McNair

Carried

4.0 Business arising from the minutes

President Shaba shared that it has been realized that the work on the partial load registry is a big job, including that there is a need to have verification of all information on course assignments. The union local is committed to attempting a more complete job on the partial load registry, and to bring any problems with the partial load registry to the CESC committee.

5.0 Treasurer's Report

Treasurer Mike Studd submitted his financial statement dated April 12, 2019.

Treasurer Mike Studd was unable to attend the LEC meeting.

President Shaba shared that the bill for purchased time has not yet been received from the college.

The union local has been reasonably effective at keeping costs/expenditures low.

The union local will be applying for the Northern Lights Grant again.

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

Moved: Tyy Dearden

Seconded: Neal McNair

Carried

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

Moved: Shane Storing

Seconded: Tyy Dearden

Carried

6.0 Correspondence

First Vice-President Warren Schaffer shared information from recent postings/articles from various sources with regards to union items.

7.0 Reports of Officers

7.1 President

President Lad Shaba presented:

- There are a lot of things happening at the union local level presently.
- Three freedom-of-information requests have been filed by the union local – with regards to the Hansing Report, with regards to the contracts for newly hired faculty, and with regards to getting a list of faculty who are currently on leave of absence.
- There is a business program faculty member who has moved office location to the Kirkland Lake Campus.
- It is not known what is happening with regards to a faculty member who is on short-term disability and who might switch to long-term disability.
- New information has come to light that support staff who are teaching are having their teaching hours reduced from their pay for their support staff work assignments.
- The (newly hired) Northern College Vice-President of Finance (Laurel Campbell) has resigned recently – there were indications that she was a pleasant administrator to deal with.
- A faculty member at the Timmins Campus was the victim of a phishing attack and had payroll directed to another bank. The response from the Human Resources/Finances department at Northern College was inadequate and was unsympathetic to the faculty member. The union local is involved with assisting and the union local is seeking information on the origins of the phishing attack and the responses to it. The union local wishes that the faculty will receive an apology from Northern College and that there will be new training for finances personnel.

7.2 Board of Governors Report (BoG)

No report received.

President Shaba shared that Johanne Carbonneau is resigning as BoG representative and there is a call out from management for a new faculty member to join the BoG.

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

1st Vice President Warren Schaffer shared that he has circulated draft local by-laws in the interest of the LEC working on them prior to discussion/revision/proclamation at the upcoming General Membership Meeting (scheduled to occur on May 10, 2019).

2nd Vice President

2nd Vice President Clint Sheehan shared that there is some follow-up/continued information about international students. There are concerns about admissions standards as apparently the English language standards might have recently been lowered to more fully achieve the admissions targets. There is news that international students from China will have an on-line English course.

7.4 Chief Steward

Chief Steward Suzanne Tremblay shared:

- There are no new faculty hirings that have been communicated to local 653, although there are 3 new hirings in the nursing department according to management – these new faculty will be starting in August 2019.
- There is a new program in health management that will be running in May-June 2019 at the Haileybury Campus for international students.
- There is a personal support worker program that is scheduled for May 2019 at the Kirkland Lake Campus.
- There may be a new post-graduation certificate program in mobile applications development starting up at the Timmins Campus but the union local is concerned that there may be new programs starting up without formal approval from the Ministry of Training Colleges and Universities and thus the credentials of program graduates will be incomplete.
- There are reports of faculty in the Community Services program who are expected by management to do work for international students that is not recognized on a SWF, including challenge examinations, and that the long-standing pay for faculty doing challenge examination work is being denied by management.
- A grievance about staffing in the business program has been referred to arbitration.
- There are concerns about contact with tuberculosis that come originate from international students, and the union might express this in writing to management. [Discussion at the LEC meeting included the observation that there may be other maladies that also might be of some concern with regards to international students.]

7.5 Associate Chief Steward

Associate Chief Steward Neal McNair shared:

- At the March 27, 2019 town hall that was called by Northern College President Dr. Fred Gibbons, there were results shared from the Northern College climate survey, but it was surprising that the results were introduced by Dr. Gibbons as the same areas for improvement as those that have existed historically/repeatedly and overall Dr. Gibbons seemed to dismiss and to make light of the information, and he did not recognize that they were/are areas for improvement.
- Some new content will be posted to the website content for the union local. All stewards are encouraged to provide content for webpage postings.

- The union local approached the Human Resources department to investigate the opportunity for having a professional development session for Northern College faculty with regards to union items, at the spring 2019 PD time – this request was denied and will not go forwards.

8.0 Reports of Committees

8.1 UCC

Union co-chair Neal McNair shared:

That he currently has plans to step away from being a member of the UCC committee – Neal has been a member of the UCC for over 10 years and has been the union co-chair for the last 6 years and believes the committee will benefit from some new blood on both sides of the table (union and management).

There was a UCC meeting on April 12, 2019 and the agenda and discussions included:

- There was **no update** from management with regards to faculty obligations for interacting with students at the Accessibility Services area, during testing.
- There were **concerns raised** by the union with regards to having Fridays free in **timetabling** for union meetings – as this time has been denied by management at multiple times in the current academic year. President Shaba has indicated that he will discuss this matter with Northern College President Dr. Fred Gibbons in the hopes of finding a solution.
- There were **concerns raised** by the union with regards to the **lack of new notice** about the change to the academic calendar for the previous used “exam week” that has become a “teaching/exam week”.
- Management informed the union that there will **no longer be blocks of PD sessions** in May/June.
- The union was interested to find out **the origin of denials** of uses of carry-over professional development days for faculty for 2019 – this carry-over of days from 2018 to 2019 is specifically provided for in the Kaplan decision from the faculty strike of 2017. There may be a response in the week of April 15, 2019.
- The union was interested to see the **full results** of the Northern College Climate Survey. Management responded that the survey results need to be presented to the BoG, and that it will be a decision of the BoG with regards to how widely/freely the findings are shared.
- The union raised the issue of **coordinators leaving/resigning at Northern College** and an interest to discuss the process for assigning new coordinators.

There was a UCC meeting on March 22, 2019 and the agenda and discussions included:

- Management added an item called “Program Viability Framework” to the agenda at the last minute and the union responded that this item is not suitable for discussion at the UCC, but rather should be tabled at the CESC.
- The union raised a concern about the new Conflict Resolution policy, including that in at least one recent case, the policy was not followed by management.

8.2 CESC

Union co-chair Neal McNair shared that there was a brief meeting on Friday, April 5, 2019 and the agenda and discussions included:

- There were concerns raised by the union with regards to the **new Program Viability Framework** that is developing for Northern College – including how ratings of programs are done, how ratings are compiled, a request for sample/illustrative data, and a request for review time with the data.
- There was information presented about **changes that might come to the Literacy and Basic Skills programs** at Northern College because of changes in the funding process for the programs. The changes

could include reassignment of some faculty currently teaching in LBS, but also increased marketing of the LBS program at the Timmins Campus.

- That Northern College **has removed** the 2 paid sick days for non-full time faculty in keeping with the content of the new Bill 148 from the government of Ontario.

There is an interest from the union to have (at least) two CESC meetings every year, including a **meeting in the fall to discuss the partial load faculty registry** and a **meeting in the spring to discuss the Program Viability Framework**.

8.3 WMG

Union co-chair Warren Schaffer shared that at the March 22, 2019 committee meeting:

- The union asked that the WRA, Open House, late SWFs remuneration, and COMMS be added to the agenda
- The union observed that there is still a **backlog of minutes that have not been produced** by management and management observed that the minutes are not a priority and will not be available anytime soon.
- The union expressed an interest in keeping the current **SWF forms the same** as they are.
- The union expressed agreement to **keep the timing/frequency of the WMG meetings as understood and recently arranged** – WMG meetings to occur on the same day as UCC meetings.
- Management shared that Contact North is switching to **Adobe Connect** and there will be training for faculty in the May-June period, with the switch to occur in September 2019.
- The union suggested that the **rewording** in the academic calendar (from “exam week” to “exam/teaching week”) **should be communicated** to faculty as per the information shared at a past WMG meeting.
- There was a discussion about arbitration/arbitrator for a currently known workload complaint, and although management attempted to divert the discussion and process at various times at the meeting, the meeting finished with management stating that they will need to consult with Dr. Penner and Laurel Campbell to get a decision on next steps and that this information will be available on Monday, March 25, 2019. [The communication from March 25, 2019 did not provide resolution. A meeting was held on Monday, April 8, 2019 with local President Shaba and Northern College President Dr. Gibbons to discuss the WRA arrangement and the union put forwards an interest in having Peter MacLean, Judy Rantala, Ian Anderson and Paula Knopf as a list of arbitrators that will be used based on availability.]
- The next WMG meeting will be set in the near term – in keeping with workload demands for the end of the academic year and the arrangements for the new WRA.

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

President Shaba commented that Health and Safety matters are going well with the new manager at the Timmins Campus.

8.5 Return to Work

Nothing to report.

9.0 Unfinished Business

- Diversity committee meeting

The actions and scheduling for this committee are currently not known.

- Retroactive accommodations procedure

This agenda item was not addressed.

- OPSEU convention attendance

President Lad Shaba and Tyy Dearden are scheduled to attend the OPSEU convention in Toronto in the summer of 2019.

- Union printer

The printer that is currently owned by the union could be repaired, given away or replaced.

10.0 New Business

10.1 Stewards/H+S representative election results

The election for stewards and health and safety representative for the 2019-2021 period that were presented at the LEC meeting, included:

Timmins Campus:

Stewards: Shaba, Tremblay, McNair, Sheehan, Storing

Health and Safety Representatives: Elliot, Vlasschaert

Kirkland Lake Campus:

Stewards: Studd, Dearden, Rogalsky

Haileybury Campus:

Stewards: Smith, Schaffer, Bates-Yarkie

Health and Safety Representatives: McDonagh, Smith

10.2 Local by-laws

Prior to the meeting, Warren Schaffer had prepared/compiled a document with draft local by-laws. Discussion at the LEC highlighted some revisions and new work that could refine the document, but also that the document will be a work in process for some time to come.

10.3 Local dues increase

President Shaba shared that the notice about the potential local dues increase should be sent out to all faculty before the upcoming General Membership Meeting and that the notice should provide some information on the reasons/background for the potential local dues increase.

10.4 Survey of faculty – union matters

President Shaba had proposed that a new survey document could be developed to find out the views of bargaining unit members about the services that they are currently receiving from the union and the services that they would like to receive from the union. Potential survey questions could be sent to President Shaba.

11.0 Campus Reports

None.

12.0 Adjournment

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