

OPSEU CAAT Academic Local 653 Meeting – LEC Minutes

Date: Friday, February 22, 2019

Location: By video

Attendance:

L. Shaba, S. Tremblay, N. McNair, S. Storing, C. Sheehan, M. Studd, T. Dearden, W. Schaffer, K. Smith, T. Bates-Yarkie

In attendance, but late:

D. Rogalski

Regrets:

M. Vielleux, K. Whelan

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President Lad Shaba called the meeting to order at __ **3:41 PM** __

2.0 Adoption of the Agenda

Additions under New Business:

10.1 – Union Printer

10.2 –

10.3 –

10.4 –

10.5 –

Motion: That the agenda be adopted as amended

Moved: Clint Sheehan

Seconded: Tyy Dearden

Carried

3.0 Minutes of Previous Meeting (Jan 18, 2019)

Motion: That the minutes of Jan 18, 2019 be adopted as presented

Moved: Neal McNair

Seconded: Teena Bates-Yarkie

Carried

4.0 Business arising from the minutes

There was a brief discussion of progress towards a local agreement with regards to faculty work on retroactive accommodations. A draft proposed local agreement was circulated amongst the LEC. The topic of a local agreement with regards to faculty work on retroactive accommodations has been explored briefly at the UCC committee table and management has indicated an unwillingness to support such a local agreement. The potential exists that the union local could still draft a local agreement that could be presented to management.

5.0 Treasurer's Report

Treasurer Mike Studd submitted his Treasurer's Report, dated February 22, 2019 – including Profit & Loss, Balance Sheet, Journal, and General Ledger. Mike observed that not much has changed since the last LEC meeting. At present, no one from Northern College finances has sent the invoice to the union local for purchased time.

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

Moved: Kathy Smith

Seconded: Suzanne Tremblay

Carried

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

Moved: Tyy Dearden

Seconded: Shane Storrington

Carried

6.0 Correspondence

President Lad Shaba shared that there is an upcoming regional meeting that will take place in Sault Ste. Marie, that will be attended by himself and Tyy Dearden. In addition, Tyy Dearden will attend the upcoming OPSEU convention, on behalf of the local.

President Shaba advised the LEC that he was recently contacted by a representative from Human Resources at Northern College with regards to union attendance during a discussion of a faculty performance appraisal. President Shaba observed that requests for union representation have to come from the faculty member.

First Vice-President Warren Schaffer shared that he has recently circulated a few documents with regards to union interests/concerns that might interest stewards. He encouraged other members of the LEC to share beneficial documents amongst the LEC. He had also sent on a newsletter alert from Algonquin College (from 2018) with regards to faculty raising the issue of retroactive accommodations work to be reflected in workload calculations on a faculty SWF.

7.0 Reports of Officers

7.1 President

President Lad Shaba shared that:

- A faculty member from the Timmins Campus has been contacted by management about an opportunity to travel to China. The faculty member has been advised by the union to make a decision, with the general caution that it would be prudent to investigate insurance coverage for a trip.
- A grievance, filed with regards to initial step calculation for a faculty member is going to arbitration.
- There are problems with the information on the draft partial load registry that has been received from management (received December 2018), including courses that are missing. The union local is interested that partial load faculty would hold managers accountable to abide by the partial load registry when assigning courses.
- There is a full-time faculty member who is not being paid mileage to travel between campuses – a claim was denied – and this violates Article 25.

- A ruling has been received from a recent arbitration with regards to a faculty member with unused professional development days.
- A partial load faculty member from the Kirkland Lake Campus who had expressed some discontent with regards to hiring and course assignments at Northern College has been consulted, and it has been revealed that the faculty member did not have all facts correct with regards to concerns. The college needs to use the details found in the partial load registry to guide all partial load course assignments.
- The current multiple instances of faculty who are off sick has not been addressed by the college.

7.2 Board of Governors Report (BoG)

No report was received.

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

1st Vice President Warren Schaffer shared:

- The suggestion that a communication could be drafted and sent out to partial load faculty with regards to the partial load registry, and the need for checking the partial load registry information that has been received from management.
- That the local bylaws project work has continued and the information-gathering phase is now complete – attempts were made to gather information from 17 union locals, including with direct contacts to 12 union locals, and 6 sets of local bylaws were obtained. **Discussion at the LEC meeting** revealed that the draft bylaws document for local 653 should be modest in length and modest in scope.

2nd Vice President

2nd Vice President Clint Sheehan shared that there have been recent announcements from management with regards to international students and there will be modules of curriculum that the students will complete prior to arrival at Northern College, there will be an academic integrity module that the international students will complete once they have arrived, and that there will be a post-admissions English test that the international students will complete, with those scoring the lowest on the post-admissions English test to be placed in English-as-a-second-language classes at Northern College. The observed/experienced lateness of registration of international students at Northern College has not been addressed by management.

7.4 Chief Steward

Chief Steward Suzanne Tremblay shared:

- There is a grievance with regards to initial step calculation for a faculty member that has been referred to arbitration but that arbitration has not yet been scheduled.
- If local 653 wishes to arrange an educational, this event could occur at the OPSEU Timmins Regional office.
- There was a grievance meeting with management, with regards to the posting of a faculty position in the business program. At the meeting, management was dismissive of the concerns expressed by the union. A letter of information dated February 8, 2019 was in fact sent to the union on February 20, 2019. Management did not respond to union concerns about local dues. The timing for the posting is not known, and there are concerns over abuse of the faculty member currently teaching. The union local will be referring the grievance to arbitration.
- There are no arbitrations coming until May 2019.
- Support staff at Northern College (union local 654) have 2 upcoming arbitrations.
- There will be a response to management with regards to digital format for SWF documents.
- The coordinator in the School of Veterinary Sciences at the Haileybury Campus is resigning her coordinator position.

7.5 Associate Chief Steward

Associate Chief Steward Neal McNair shared:

- It might be helpful for the union local to send out a reminder to all faculty that they should complete the climate survey for Northern College.
- He is willing to work on a project to reveal the use/powers of the Partial Load Registry.
- Educationals for faculty with regards to union items will be held in spring 2019.
- The union local website has been updated.

8.0 Reports of Committees

8.1 UCC

Union co-chair Neal McNair shared that a meeting occurred on February 22, 2019:

- There is at least one manager who continues to deny LEC members to have Fridays for union business.
- The multi-college collaboration project was discussed briefly. The project was described by management as “hands-on” but there was no mention of faculty.
- There are indications that there will be a roll-out of a spring semester in the business program, but not in other programs. This could entail the full use of the maximum 36 weeks for faculty, but there is a need to protect/provide for all (10) professional development days and to have the preparation duties for faculty to be appropriately recognized/administered.
- Northern College has hired a company to study artificial intelligence in the work place/work force/technology areas that arise from Northern College programs.
- There was information shared that there is a new moratorium on the rescinding of the agreement with Pures College (the major outcome here is that the agreement between Northern College and Pures College will continue).
- There are signs that about a new agreement with contacts in China. There are concerns with regards to the language skills of students that might come to Northern College from China.

8.2 CESC

Union co-chair Neal McNair shared that no meeting has occurred.

8.3 WMG

Union co-chair Warren Schaffer shared that it is not known whether a concern about work during the summer semester 2019 will be part of a formal complaint to the WMG.

Union co-chair Warren Schaffer shared that a WMG meeting occurred on February 15, 2019 with a reduced agenda in order to hear a workload complaint with regards to time for Master Course preparation work. Various exchanges of information and queries took place at the meeting. To resolve/document the complaint, management wanted a communication to be issued from the WMG to indicate that:

1. There was no assignment of Master Course work to the faculty member
2. There is no expectation that the faculty member would do any Master Course work
3. There will be no recognition for prior work (because a SWF does not recognize past work, only the current semester (**Note:** according to management, stated at the WMG meeting))
4. There will be a commitment to a collaborative resolution, including discussions on how faculty will undertake Master Course work in the non-teaching period.

The union representatives rejected the point 4 – they did not agree to discussions on how faculty will undertake Master Course work in the non-teaching period, and offered that the communication could provide that the committee could not come to a resolution/agreement on the workload complaint.

Union co-chair Warren Schaffer shared that a WMG meeting occurred on February 22, 2019 with a reduced agenda in order to hear a workload complaint with regards to time faculty spend preparing for and participating in academic appeals. The union stressed that the timelines with regards to processing the workload complaint will be expected from the union local. Various exchanges of information and queries took place at the meeting. The union emphasized that local agreements are a valid tool for resolutions and asked if there is any opportunity for remuneration for the complainant. Management observed that they would have to caucus about this option and then the management co-chair left the meeting. Subsequent emails revealed that management will caucus about the remuneration possibility on February 22, 2019.

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

Brief discussions at the LEC meeting revealed that there is nothing new to report from the Haileybury Campus, and nothing new to report from the Kirkland Lake Campus.

8.5 Return to Work

Suzanne Tremblay observed that there are 2 faculty members from the Timmins Campus who will be returning to work at some point.

9.0 Unfinished Business

- Local dues increase

Prior to the LEC meeting, Treasurer Mike Studd circulated a document with the estimate that an \$8/month increase in local dues might generate \$10000 extra per year that could be used to support faculty in the event of a strike. Information would need to be prepared to be sent out to faculty with appropriate lead time, prior to a vote for the local dues increase to be held at a General Membership Meeting. The lead time requirement could be 90 days and the LEC meeting on February 22, 2019 was 77 days before the next scheduled General Membership Meeting. President Lad Shaba will check the requirements for the notice about a General Membership Meeting about a local dues increase.

- Stewards election planning

Prior to the LEC meeting, First Vice-President Warren Schaffer circulated a proposed draft document with the potential dates for the upcoming stewards/health and safety representative elections:

Monday, March 25, 2019	Call for nominations (see the attached nomination form)
Friday, March 29, 2019	Nominations close at 4 P.M.
Wednesday, April 3, 2019	Election of stewards/representatives to be held, if required – election will be conducted in the Student Development hour time slot

- Diversity committee meeting

Meeting ended before this item was discussed.

- Retroactive accommodations procedure

Meeting ended before this item was discussed.

- OPSEU convention attendance

Meeting ended before this item was discussed.

10.0 New Business

10.1 – Union Printer

Meeting ended before this item was discussed.

11.0 Campus Reports

None.

12.0 Adjournment

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