

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

**Date:** Friday, October 18, 2019

**Location:** Timmins Campus and video

**Attendance:**

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

**Regrets:**

S. Tremblay, T. Dearden, 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 \_\_ **3:44 PM** \_\_

**2.0 Adoption of the Agenda**

**Additions under New Business:**

**10.1** Relocation Allowance Policy for new F/T hires

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

**Moved:** Clint Sheehan

**Seconded:** Neal McNair

**Carried**

**3.0 Minutes of Previous Meeting (Sept 20, 2019)**

**Motion:** That the minutes of Sept 20, 2019 be adopted as presented

**Moved:** Neal McNair

**Seconded:** Shane Storrington

**Carried**

**4.0 Business arising from the minutes**

None

**5.0 Treasurer's Report**

Treasurer Mike Studd submitted his financial statement dated October 18, 2019.

Treasurer Mike Studd shared:

- Not much has happened with union local expenses since the last meeting.
- His observations include that the local dues cheque was received with a mistake – the new local dues rate was not applied to partial load faculty.
- Communications will be sent out for the application for the Northern Lights grant – this is especially important for local 653 in view of meetings that switch between campuses separated by long travel distance.

- The local could start setting aside money for a strike fund and could look into investment options.

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

**Moved:** Kathy Smith

**Seconded:** Neal McNair

**Carried**

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

**Moved:** Clint Sheehan

**Seconded:** Shane Storrington

**Carried**

## 6.0 Correspondence

First Vice-President Warren Schaffer shared:

- There is a Climate Survey focus group – email invitation from management – meeting scheduled for Friday, October 25, 2019.
- There are new procedures for sending out mass emails for college contacts – from Glen MacDougall - Effective immediately, the lists shown below have been placed on the restricted list and will no longer be available for use by everyone at the College. Should you, in the performance of your duties at the College require access to any of the lists shown below, please send a request to your direct manager, who will then forward your request to their VP and the Director of IT. Anyone receiving access to the lists below will be required to update their current network password and receive a short training session from IT on how to use and manage group email lists. **[Discussion at the LEC meeting]** revealed that there is an interest to explore an exemption to this procedure for union local 653.]
- President Shaba had forwarded a link to articles about international students that appeared in the *St. Catharines Standard* and the *Toronto Star*.
- There are new newsletters (for instance NewsBreak from local 652 from Humber College) that are released periodically.
- There was a forwarded message with the Master Course guidelines from Suzanne Tremblay.
- There are new efforts underway to explore implementing a 7-1-7 semester model for the fall semesters at Northern College (as communicated to faculty in the School of Veterinary Sciences). This has been observed at Humber College as a massive money saver – fewer weeks paid for non-full time faculty.
- There has been an email forwarded with regards to adding names to Google Groups. **[Discussion at the LEC meeting]** revealed that the Google Groups contacts were updated with the OPSEU contact.]
- A newsletter from September 2019 from Smokey Thomas indicates that Doug Ford may soon pass Bill 124 that would limit public sector wage increases to just one per cent for each of the next three years, but that the Charter of Rights and Freedoms includes that workers have the right to free and fair collective bargaining. **[Discussion at the LEC meeting]** revealed that the salary schedule in the current Collective Agreement will remain unchanged.]
- There is an upcoming college faculty CAAT-Academic Divisional Meeting to occur on November 8-9, 2019 in Toronto.

## **7.0 Reports of Officers**

### **7.1 President**

President Lad Shaba presented:

- Congratulations to CMWG committee members (and complainants) for very good preparations for recent workload arbitrations. Actionable items need to be followed up (to ensure) compliance following the release of the arbitration decisions.
- There were no new faculty hires in September 2019 at Northern College and there are staffing grievances filed by local 653.
- The union local 653 is aware that there is now more revenue being received by Northern College.
- There may be an opportunity for union local President Lad Shaba to have a sit down meeting with Northern College President Fred Gibbons to discuss subjects of interest.
- The union local 653 has learned that a faculty member fired (for misconduct during a contract for summer 2019) in fall 2019 had multiple hiring letters that were received well after classes had begun, such that the final assignment total workload for the faculty member is unclear.
- The union local 653 has become aware of a full-time faculty member who was called by management to perform work while on holidays, with the assurance that vacation days would be provided in lieu of hours worked but that (at the direction of management) the arrangement was to remain off the books.
- A proposed Modified Workload Arrangement for a faculty member was evaluated by local 653, but the request was not credible. Rationale presented by management included actions that were not actually undertaken. Communications to the union local President included unacceptable language from the Supervisor of Human Resources (Natalie Dorval) that was retracted by the Supervisor of Human Resources.
- The union local 653 has become aware of problems with the initial step calculations for multiple faculty.

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

None received.

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

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

1<sup>st</sup> Vice President Warren Schaffer offered that he has put some more work into the local bylaws. [**Discussion at the LEC meeting** revealed a few new revisions.]

Warren also shared observations that all faculty are encouraged to consult their local stewards to seek out information and to have open dialogues about workplace issues. When approached by management, a good approach in the moment should include: taking notes, listening, responding for gaining clarity only – without making commitments, and then after the meeting: seeking guidance of colleagues and the union, and then responding in email form to the manager at a later time. Any concerns should be shared with the union local on an ongoing basis.

Pressure points on faculty could include joining committees, contributing to Open House or recruitment, or participation with additional student success initiatives. Many different (false) rationales could be presented.

#### **2nd Vice President**

2<sup>nd</sup> Vice President Clint Sheehan shared that recent workload resolution arbitration decisions have highlighted the need for SWFs to capture all tasks for faculty.

In addition, a working group is to be formed to revamp the MIS system at Northern College.

#### 7.4 Chief Steward

Chief Steward Suzanne Tremblay was not present at the meeting and there was no Chief Steward report.

#### 7.5 Associate Chief Steward

Associate Chief Steward Neal McNair offered:

- There is a new grievance from a faculty member with regards to initial step calculation.
- The union local is disputing a letter of discipline received by a faculty member.
- There is a grievance with regards to management conducting individual bargaining with members of the bargaining unit.
- A partial-load faculty member wants a review of an initial step calculation and has provided some information to local 653.
- Another full-time faculty member has concerns with regards to initial step calculation.

### 8.0 Reports of Committees

#### 8.1 UCC

Union co-chair Clint Sheehan shared the following information from the October 18, 2019 meeting:

- The results from the initial Program Viability Framework evaluation of all Northern College programs has been released – there are no programs in the GREY (lowest rating) category, but the union local is interested to see follow-up/support plans developed for many programs.
- The new news with regards to language testing for international students has revealed that the language testing requirements is being passed on to recruiters and eventually the findings will be brought to Northern College faculty.
- There are signs that the Northern College digital campus project is over.
- The relocation allowance issue that is currently a concern will be reopened with a new (future) policy.
- The electronic timesheet process is not for full-time faculty.
- The union local presented that there should be 2 points granted on initial step calculations for faculty with a Master's degree.
- The union local made an effort to learn about KPI results from *Pures College*. Management commented that new evaluations are coming.
- The union presented that faculty work at Math Centers is teaching and needs to be reflected hour-for-hour on SWFs.
- The union presented that professional development activities for faculty, for the 10 day Collective Agreement allotment cannot be directed by management.
- There was discussion of the occurrence of faculty benefits concerns and repeal at other colleges, but there were assurances from management that this is not happening at Northern College.
- There was discussion about the Confidentiality Form that was circulated by management, including concerns from local 653 that the form is vague. There may be revisions to the form.

#### 8.2 CESC

Union co-chair Neal McNair shared:

- There has not been a recent meeting of the committee.
- He will request a meeting to occur in November 2019.

- The union local is interested to go through the staffing numbers that have been received from management.
- He will contact partial load faculty with information about their need to access the partial load registry.

### 8.3 WMG

Union co-chair Warren Schaffer shared:

A meeting occurred on October 8, 2019 with regards to a Modified Workload Arrangement for a faculty member from the Timmins campus – the union had questions with regards to the specific Collective Agreement articles that were waived by the arrangement, overtime pay for the faculty member, and the process and efforts undertaken for contacting other faculty that could have covered the extra workload for the faculty. In the end, the union local did not support the Modified Workload Arrangement.

There was an arbitration held on September 26, 2019 with regards to a SWF for a faculty member from academic upgrading. The outcome of the discussions at the arbitration was a new SWF with revised workload for the faculty member.

There was an arbitration held on September 27, 2019 with regards to faculty work for academic appeals. There was a decision document received by the union for the workload arbitration – the decision was largely in favour of the faculty member.

An email was received from a program coordinator with questions with regards to a document for determining step allotments for coordinator duties.

Union co-chair Warren Schaffer shared that there was a CWMG meeting on October 18, 2019. Items discussed included:

- There will be a new working group formed to investigate possible revisions to the MIS system for student records
- There will be a new communication from managers to faculty about the new Blackboard training content for faculty – this will be mandatory training to be completed in the 2019-2020 academic year
- The union shared problems encountered with accessing old emails on the new system, and using functions in Blackboard (no support for Blackboard on the Haileybury Campus)
- There are no changes to the Academic Calendar
- There was no new discussion of the local agreement for late SWFs
- There has been payment to the faculty member as part of a recent Memorandum of Settlement for a workload arbitration, and a new SWF has been issued and workload has been changed
- There has not been payment to another faculty member and this is being communicated to Finance – there will be activity in the next 1-2 weeks, the local highlighted Article 11.02 G that presents the need for “speedy resolution” of workload complaints. [Discussion at the LEC meeting revealed that copies of arbitration decisions and notice of actions on resolutions need to be sent to the union local.]

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

David Rogalsky (Health and Safety representative, Kirkland Lake Campus) offered a verbal report that inspections are continuing at the Kirkland Lake Campus, a ceiling has been repaired in the welding area, and that there may continue to be certain areas of the Kirkland Lake Campus that are excessively warm.

### **8.5 Return to Work**

President Lad Shaba offered that follow-up work may be necessary with faculty returning to work.

### **9.0 Unfinished Business**

None.

### **10.0 New Business**

#### **10.1 Relocation Allowance Policy for new F/T hires**

This item appears in the UCC report.

### **11.0 Campus Reports**

None.

### **12.0 Adjournment**

Meeting Adjourned at \_\_\_\_ **5:58 PM** \_\_\_\_