

OPSEU CAAT Academic Local 653 Meeting – LEC Minutes

Date: Friday, September 20, 2019

Location: Haileybury Campus, Upstairs Boardroom

Attendance:

L. Shaba, S. Tremblay, N. McNair, S. Storning, C. Sheehan, T. Dearden, W. Schaffer, T. Bates-Yarkie

Regrets:

M. Studd, D. Rogalsky, K. Smith

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President Lad Shaba called the meeting to order at __ **3:34 PM** __

2.0 Adoption of the Agenda

Additions under New Business:

10.1 Staffing- F/T

10.2 Relocation Allowance Policy for new F/T hires

10.3 Union Office in Timmins

10.4 International Student Enrollment numbers

10.5 SWF process for academic upgrading

Motion: That the agenda be adopted as amended

Moved: Neal McNair

Seconded: Shane Storning

Carried

3.0 Minutes of Previous Meeting (April 12, 2019)

Motion: That the minutes of April 12, 2019 be adopted as presented

Moved: Teena Bates-Yarkie

Seconded: Clint Sheehan

Carried

4.0 Business arising from the minutes

In summer 2019, several members of the LEC attended a regional meeting in Sault Ste Marie and they shared that there are new executive board chairs serving the region.

In summer 2019, there was an OPSEU Convention that was held in Toronto. A summary of some information shared has been distributed to LEC members. Ms. Pearline Lung is a new contact for information summaries from OPSEU.

5.0 Treasurer's Report

Treasurer Mike Studd submitted his financial statement dated September 20, 2019, particularly with information summarized for May 1, 2019 through September 14, 2019.

Treasurer Mike Studd was not present for the meeting and President Lad Shaba offered that even though there are funds accumulating to offer support in the event of a strike, these funds are not separate at present.

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

Moved: Ty Dearden

Seconded: Shane Storning

Carried

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

Moved: Neal McNair

Seconded: Ty Dearden

Carried

6.0 Correspondence

First Vice-President Warren Schaffer shared:

- There have been recent email communications from management with regards to faculty participation in a new Academic Plan Focus group, as well as a general follow-up email from Dr. Audrey Penner (Northern College, Vice-President Academic) as a follow-up to the faculty orientation that occurred in August 2019
- There are 3 new coordinators at Northern College: Jim Kendall (for Instrumentation, Mining and Mineral Exploration), Lee-Anne Smith (for Veterinary Sciences) and Tara Duclos (for Social Service Worker)
- Nancy Goudreault (a faculty member in the School of Veterinary Sciences) has made it known to the union that she has enrolled in the in-service training program for instructors
- There was news over the summer 2019 that Cheryl Carbone was once again working for the Human Resources department at Northern College [**Discussion at the LEC meeting** revealed that Cheryl has now completed this work and no longer works for Northern College].

7.0 Reports of Officers

7.1 President

President Lad Shaba shared:

- Thanks to all local executive committee members for the work they do to maintain the integrity of work conditions and for work to fight for these conditions
- With regards to staffing – there are a lot of partial load and part-time faculty (about 90) and the union local has filed 3 new grievances with regards to staffing
- There are international students at most Northern College campuses (including about 50 at the Kirkland Lake Campus) and the college could consider new program offerings
- There are new staff in the Human Resources department at Northern College and the union is still trying to get information about initial step calculations for newly hired faculty
- The union is still working to obtain information about the terms that were included in the correspondence to faculty in 2018-2019

- There have been concerns that in recent months, management has been undertaking coordinator work at Northern College
- There could be return-to-work meeting for a faculty member from the Timmins Campus.

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:

- It has become known that there will be a review of the Academic Freedom policy at Northern College in 2019. This review might need to consider the new Article 13 of the Collective Agreement.
- As a follow-up to his question during the retroactive accommodations workshop (workshop on June 11, 2019), about recognition for retroactive accommodations workload, Warren reached out to David Foster (the lawyer who presented with regards to retroactive accommodations at the workshop). David Foster responded that WS should consult the Human Resources personnel at Northern College to receive additional information. It is notable that is not likely to be helpful.
- That the information and notice with regards to the start-of-year faculty orientation was particularly ineffective – 3 minutes' notice to some faculty [**Discussion at the LEC meeting** revealed that some faculty did not receive any notice at all].

2nd Vice President

2nd Vice President Clint Sheehan shared observations:

- That in recent weeks, the climate survey (with low ratings) at Northern College has potentially precipitated new words from management but that they are shallow
- That there are parts of the Collective Agreement that could be shared with faculty.

7.4 Chief Steward

Chief Steward Suzanne Tremblay shared:

- That there are 4 newly hired faculty at Northern College, and at present copies of the Collective Agreement have not been sent to them
- Room D110 is the new union office in Timmins, but it needs furniture
- SWF documents should be retained by the union for either 5 or 7 years
- A payroll classification concern may be pursued by a faculty member
- On December 13, 2019, an arbitration will be convened with regards to union dues lost
- There are 3 faculty who are presently off sick with illnesses.

7.5 Associate Chief Steward

Associate Chief Steward Neal McNair shared:

- Recently received information may indicate that Northern College's Digital Campus project has discontinued
- There is a partial-load faculty member who is seeking placement on scale step calculation information
- There are concerns about the English language proficiency testing for International students at Northern College and the information provided to students about the requirements and needs for training based on the results.

8.0 Reports of Committees

8.1 UCC

Union co-chair Clint Sheehan shared that there was no meeting on September 20, 2019 – it was cancelled by management.

8.2 CESC

Union co-chair Neal McNair shared that he is going to be focusing on the Partial Load registry and looking at the 27.12 reports from management.

8.3 WMG

Union co-chair Warren Schaffer shared:

- A meeting occurred on August 21, 2019 with regards to a Modified Workload Arrangement for a faculty member from the Timmins campus – the union had questions with regards to overtime, duration and conditions for the Arrangement, and student numbers.
- CWMG meetings are continuing. Management has stopped sending out agendas for the meetings. Management has (long since) stopped sending out minutes for the meetings. There are delays for many basic functions of the committee – large numbers of emails are exchanged to get simple things done, there are delays with decisions on times, delays with decisions on actions for the committee owing to management inaction, delays with notice of decisions of the committee owing to management inaction. The locations for arbitrations are being left to the choice of the arbitrators (not the faculty) and are being scheduled in Timmins, regardless of the campus of the faculty – this differs with past practice.
- Natalie Dorval (Manager, Human Resources), is now using more than one WRA when making contacts to arrange for workload resolutions – recent contacts have been to Ian Anderson, Paula Knopf and Judy Rantala.
- There was a CWMG meeting on May 17, 2019 with regards to a workload complaint with regards to altered information on a SWF. At the meeting, management engaged in demeaning and offensive dialogue to a union committee member, with an immediate verbal apology but with a justification/minimization of the action in response to an email. This workload complaint will have an arbitration hearing on Thursday, September 26, 2019.
- There was a CWMG meeting on September 20, 2019. Items discussed included:
 - Changes/additions to the employee portal – there is a new orientation course for non-full time faculty (after they complete all 8 modules (about 5 hours) they will receive \$100)
 - There is a potential upcoming revision to academic procedures with regards to who/how sign-offs happen for transfer credit and graduation reports. The potential exists for MIS to output a report about the status/completion of students that coordinators would check, not have coordinators generate/monitor these data.
 - The *Discover Northern* event is planned for April 4, 2020. Local 653 expressed the interest that managers will be notified to provide 1.5X the time for preparation and participation of faculty for *Discover Northern* (in keeping with the contents of Article 11.01 L 3) on a separate line on SWFs.

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

Peter McDonagh (Health and Safety representative, Haileybury Campus) has offered the verbal report that the baseline work and inspections are continuing at Norther College and a variety of items remain unaddressed at this time.

8.5 Return to Work

No new information shared.

9.0 Unfinished Business

A faculty member from the Timmins Campus who has experienced problems with a manager will receive additional support from the union local.

First Vice-President Warren Schaffer offered that he is willing to do some more work on the local bylaws project for the union local. At the General Membership Meeting that occurred in April, 2019, a draft document was circulated and comments/revisions were welcomed. There have not been many comments back.

10.0 New Business

10.1 Staffing- F/T

This item was not specifically discussed again. There is some information on this item found in other parts of these minutes – see President’s report, and Chief Steward’s report.

10.2 Relocation Allowance Policy for new F/T hires

This item was not specifically discussed.

10.3 Union Office in Timmins

This item was not specifically discussed again. There is some information on this item found in other parts of these minutes – see Chief Steward’s report.

10.4 International Student Enrollment numbers

This item was not specifically discussed again. There is some information on this item found in other parts of these minutes – see President’s report.

10.5 SWF process for Academic Upgrading

There was a brief discussion about concerns with regards to the current process for setting SWFs for faculty in Academic Upgrading, and concerns over lack of uniformity across campuses.

11.0 Campus Reports

None.

12.0 Adjournment

Meeting Adjourned at ___ **5:50 PM**___