

OPSEU Local 653 Meeting – General Membership Meeting – Minutes

Date: Friday, May 6, 2016

Location: OPSEU Union Hall, New Liskeard, Ontario

Attendance:

L. Shaba, D. Silver, M. Studd, S. Tremblay, W. Schaffer, L. Irvine, N. McNair, K. Whelan, K. Smith, Nancy Goudreault, Peter McDonagh, Teena Bates Yarkie, Tracie Howieson, Amanda Godden

Taker of Minutes:

W. Schaffer

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1.0 Call to Order

President called the meeting to order at __12:45PM__

2.0 Adoption of the Agenda

Additions under New Business:

None.

Motion: That the agenda be adopted

Moved: Kathy Smith

Seconded: Teena Bates Yarkie

Carried

3.0 Minutes of Previous Meeting (May 1, 2015)

Motion: That the minutes of May 1, 2015 be adopted as presented

Moved: Kathy Whelan

Seconded: Kathy Smith

Carried

4.0 Business arising from the minutes

It was expressed that all faculty should be aware that 10 professional development days exist. It was pointed out that on the professional development booking form where a rationale for the days must be provided, an appropriate article in the Collective Agreement could be listed.

It was observed that Performance Evaluations should be prepared and approved by a faculty member's supervisor – in some recent cases, the content of faculty Performance Evaluations has been modified or augmented by the Northern College Vice-President Academic and Student Success.

5.0 Treasurer's Report

Treasurer Mike Studd presented a Proposed Budget for the period of May 1, 2016 to April 30, 2017. Mike provided that the local is in good financial shape and that the local is managing its money well. There are no current plans to increase local dues (local dues are currently \$12/member/month). Educational (training) for LEC members is a new item that will be supported in the budget.

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

Moved: Kathy Smith

Seconded: Suzanne Tremblay

Carried

2) **Motion:** To approve the budget (as presented with revisions).

Moved: David Silver

Seconded: Neal McNair

Carried

6.0 Correspondence

None was presented, nor discussed.

7.0 Reports of Officers

7.1 President

President Lad Shaba provided a paper copy of his annual report.

Labour relations are not bad but also not good. Unacceptable actions of management has sometimes led to actions of the local.

The workload complaint presented to a WRA hearing this school year was settled without a clear win or loss. Presently there are 71 full-time faculty members working at Northern College; there were 82 full-time faculty members working at Northern College in 2008. In the school year just completed, 5 full-time faculty have left the bargaining unit (through retirement or resignation/move to management), but only 1 position has been replaced at present. On April 4, 2016, there were approximately 45 partial load faculty working at Northern College. On April 4, 2016, there were approximately 240 part-time (working ≤6 hours/week) faculty working at Northern College. There is a continuation of the erosion to the bargaining unit, but there has been an increase in the number of administrators at Northern College.

Article 11 continues to be under attack from management – including coordinator meetings, faculty asked to volunteer, workload not listed on SWFs, and onslaught on faculty non-teaching periods.

Northern College has outsourced two programs to Pures College in Toronto, and details on this arrangement have been sought through a Freedom of Information request. A meeting with a mediator has been called to explore this situation with management.

There is a new project being undertaken by the colleges (Northern College, Cambrian College, Canadore College, Confederation College, Sault College and Collège Boréal) in northern Ontario called the Northern Colleges Collaborative Programming Project. This effort could lead to a reduction in faculty positions. Union locals at the participating schools want to have a voice and to understand more about this effort.

President Shaba and Chief Steward Tremblay attended the 2016 OPSEU convention.

President Shaba, 1st Vice President David Silver and 2nd Vice President Warren Schaffer attended the Building Local Capacity workshop in Sudbury, Ontario in April 2016.

There will be representatives of local 653 attending the upcoming DivEx conference in Toronto, in June 2016.

7.2 Board of Governors Report (BoG)

None was available, none was presented.

7.3 Vice-Presidents (1st and 2nd)

1st Vice President

1st Vice President David Silver reported that he sits on all union-college committees.

There has been slow progress on the Quality Assurance committee because the deliverables and process have changed more than once.

At the Building Local Capacity workshop in Sudbury, Ontario in April 2016, it was evident that faculty at the different colleges in Ontario are having similar (demanding) experiences.

2nd Vice President

2nd Vice President Warren Schaffer provided a paper copy of his annual report.

He has been busy with specific projects working individually and with other members of the LEC, including:

- Preparation and dissemination of a document that provides background and specific information that can be used by faculty to review and judge the contents of their SWF document (accompanied by the Collective Agreement). This document was announced to faculty and a meeting was held to go over its contents in the fall of 2015 at multiple campuses. The document has been posted to the Local 653 webpage.
- Preparation of documents to summarize the faculty at Northern College for the Building Local Capacity workshop that was hosted by OPSEU CAAT-A and OPSEU in Sudbury, Ontario, in April, 2016.
- Participation in the Building Local Capacity workshop that was hosted by OPSEU CAAT-A and OPSEU in Sudbury, Ontario, in April, 2016, including providing a brief report back to the LEC. There is a general disquiet and fear being felt by faculty in the province, especially owing to the atmosphere created by and actions undertaken by management at the respective schools. There are new collaborative efforts between and amongst faculty between schools.
- A brief summary of the faculty at Northern College for year to year comparisons.

He has worked on a variety of general projects this year, working individually and with other members of the LEC, including:

- Awareness building based on emails, personal communications, and information that has come from organized labour and OPSEU.

7.4 Chief Steward

Chief Steward Suzanne Tremblay provided a paper copy of her annual report.

A date of September 2, 2016 has been scheduled for the arbitration of a Group Grievance with regards to the Faculty Training Event (that occurred August 31, 2015 to September 2, 2015). Faculty may be asked to testify at the arbitration.

Mandatory training is training that the employer says is needed to do proper work, any training the employer directs faculty to take, and training the Ministry of Colleges and Universities directs the employer to provide. College-directed training should appear on SWFs during the semester of the training, or on a previous SWF. If faculty agree to do some training when they are not credited on a SWF then they are volunteering. A SWF should not be issued for the six weeks of non-teaching time.

Faculty are reminded to take their 10 professional development days. Management may erroneously try to direct faculty for actions/content of these 10 professional development days – should this occur, faculty should contact a local steward to obtain advice.

Active and productive work has been undertaken by representatives of the CWMG, UCC, and Return-to-Work (details in the written reports).

Bargaining efforts by CAAT-A, prior to the negotiation for the next Collective Agreement are about to start.

The Contract Faculty Forward campaign for non-full time faculty at colleges in Ontario is going forward.

8.0 Reports of Committees

8.1 WMG

Union co-chair Warren Schaffer provided a paper copy of his annual report.

Additional details were provided on the items that are still before the CWMG committee:

At the April 29, 2016 meeting, there was a discussion of the COMMS training and workload. Management has highlighted that this workload is being undertaken in the non-teaching period and that informal discussions (training) have begun with Sara Munroe in place of the Veterinary Sciences departmental meeting on April 27, 2016. Management could not itemize how many courses will need to be uploaded, but that there is an interest in getting support staff to do some work. Local 653 shared that there are 22 courses in Law Clerk and

92 courses in Veterinary Sciences that will need to be uploaded, that this is a large workload, that only faculty can do the work, that information about this work has been incomplete and that there has not been agreement from faculty. Local 653 expressed opposition to how this is being addressed and the information flow. When asked whether upcoming training is mandatory, management responded that attending the training is not mandatory, but doing the course outline revisions is mandatory. Local 653 responded that if the work is required, the workload needs to appear on a SWF. Management did not comment further. Union co-chair Warren Schaffer has recently sent specific questions to Doug Clark with regards to the training and workload for the COMMS work, but a response has not been received.

Local 653 has expressed that we are not in favour of renewing the current WRA. Local 653 put forward two potential approaches for a new WRA:

- 1) having a local WRA (names suggested by local 653 were Don Dekker, Peter MacLean, Steve Boaro, and Jane Blackwell) **OR**
- 2) identifying/negotiating to have 3 WRAs identified on the roster of available arbitrators and when a WRA is needed, the WRA with the earliest availability could be used

Local 653 is in the process of working with management with regards to faculty workload and paperwork used by and for faculty:

- 1) A draft local agreement on workload for Open House is still in process
- 2) There are revisions to the Form Notifying Acceptance of Longer Than 8 hour Work Day
- 3) There are revisions to the SWF form issued to faculty

8.2 CESC

Union co-chair Neal McNair provided a paper copy of his annual report.

The report included a reprinted email that was sent by Neal McNair to Natalie Dorval (Supervisor, Human Resources, Northern College) with regards to the work to support the CESC committee and the frequency of CESC committee meetings. No response had been received from Natalie Dorval prior to the GMM meeting.

8.3 UCC

Union co-chair Neal McNair provided a paper copy of his annual report.

The UCC committee has addressed many items with management during the past year including (with details in the written report):

- The process for handling and addressing student complaints
- Student accommodations and Campus Accessibility Centers
- The agreement with Pures College
- The Massage Therapy program at the Kirkland Lake Campus
- Marketing and Employment Stability
- The Northern Colleges Collaborative Programming Project
- Faculty performance evaluations

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

Peter McDonagh, local 653 Health and Safety representative (Haileybury Campus) shared that has been little progress with regards to responses to items noted on inspections.

8.5 Return to Work

No report presented.

9.0 Unfinished Business

Secretary Warren Schaffer distributed a draft schedule for the 2016-2017 LEC meetings and GMM. The draft schedule was approved.

Suzanne Tremblay was nominated and elected as an alternate to attend the 2017 OPSEU convention.

10.0 New Business

None.

11.0 Campus Reports

None.

12.0 Adjournment

Meeting Adjourned at 2:55PM