

OPSEU Local 420
Minutes of LEC Meeting
Tuesday, April 26th, 2011
Paulo's Trattoria, Belleville

Members Present:, Eugene Tay, Bernie Belanger, Brian Gibb, Steve Bolton, Eric Bauer, Eric Heidendahl, Bridget Ferguson, Diane Malette, Vicki Ryckman,
Guest: Gord Wright, Jocelyn Churchill
Regrets: Robin Keller, Pat Dockrill, Wally Rendell, Cathy Waite, Dave Stewart, Bruce Wright

1. **Call to order** – 5:30 p.m.
2. **Adoption of agenda** – Jocelyn Churchill's Employment Equity presentation to the LEC was moved to the top of the meeting agenda. Motion to adopt the agenda as amended - (Bauer/Tay) – Carried
3. **Employment Equity Update** - Jocelyn Churchill provided the LEC with an update on how this project is progressing at Loyalist, assuring members that the principals and practices recommended at the federal level for employment equity align well with Loyalists HR practices. She added that it is important for the college to maintain this status in order, amongst other things, to be able to bid on such projects as the summer cadet program.
 - the four main groups often under-represented in the work force nationally are women, aboriginals, visible minorities and workers with disabilities
 - the Employment Equity committee was quite happy with the response rate to the recent survey of college employees. The committee was hoping for an 80% response but achieved an overall 67% (75 to 78% of full-time employees responded).
 - Jocelyn noted some of the gaps that their analyses of the survey responses have identified, the biggest being in aboriginal representation
 - the E.E. committee would like feedback from Locals 420 & 421 on how we can work to make everyone benefit from the employment equity initiative
 - according to Jocelyn the employment equity hiring guidelines only kick in for hiring consideration at the college when all other factors are considered to be equal
4. **Next meeting date** – Tuesday, May 31st, 2011; Paulo's Trattoria, 5:30 p.m.
5. **Minutes of previous meeting** – Motion to adopt the minutes of the March 22nd with an amendment to
 - a) the president's report regarding Local 420 scholarships - Bernie will ask Joanne Farrell about diverting local 420's scholarship funds to the College's Foundation Scholarship fund to secure provincial grant money - and
 - b) Unfinished Business - there was no parking data to share with the local.
 - (Ryckman/Bolton) - Carried

6. Business arising from the previous meeting – Bernie informed the LEC that we will not be donating the Local 420 scholarship money to the College Foundation Scholarship and that Joanne has proceeded with receiving applications for the Local 420 Teachers' scholarships with an application deadline of May 2nd, 2011. A committee of Bernie and Steve Bolton was struck to review the applications on Thursday May 5th.

- Bernie told the committee that, thanks to Bruce getting the requirements met with OPSEU head office, we have received \$19,000 owed to the Local from the union

7. Resignations, Nominations and Elections – none

8. Committee reports

- Health and Safety Committee –since the last meeting there has been a broken ankle incident on the embankment at the south entrance to the Kente Building
 - Vicki reported that attendance at the last H & S committee meeting was poor and that she seems to be engaged in an ongoing fight to get training
 - there are still approximately 30 items on the committee's "to-do" list; building cleanliness continues to be a major issue and the head of the contract cleaning company accompanied the team on their last inspection. Vicki reminded members that it is important to let faculty know to email their supervisors about any cleanliness issues
 - Motion to receive the report – (Bolton/Heidendahl) – Carried
- College Employment Stability Committee – nothing to report
- Union College Committee – nothing to report
- Workload Monitoring Group – nothing to report
- Local 421 - Gord Wright reported that he and Steve Glover attended a mobilizing session for their new contract negotiations and that Steve will be released for two days per week to work on mobilizing the membership. He pointed out that support staff will need a replacement for Steve on the Health & Safety Committee when this starts.
 - Motion to receive the Local 421 report – (Tay/Bauer) – Carried
- Quinte Labour Council – Gord reported that although he was unable to attend the last QLC meeting he has learned that the council has decided to donate a \$400 scholarship for a first year student to the college. He also mentioned that the QLC would be organizing a political action committee. .
 - Motion to receive the QLC report – (Tay/Malette) – Carried

- Board of Governors – no report in Pat's absence, but Pat won a renewal of her seat on the board by acclamation

Officers' reports

- President – Bernie told the committee that we need to have a general membership meeting by the end of May to discuss the Local's budget, and to provide Health & Safety Committee and Union College Committee updates
 - Bernie indicated that he hoped for a new newsletter in the next week or two to discuss SWF's and timetables and to alert the membership to the large increase coming for parking fees
 - Bernie passed on a Quinte Community Learning - Bridging the Gap request for a donation of \$3,500 to hire a student for the summer and \$350 to sponsor one child for the summer program
 - a motion was made to sponsor the children for the Bridging the Gap program @ \$1,050 - (Tay/Bauer) - Carried
 - Motion to receive the President's report - (Heidendahl/Bauer) – Carried
- Vice President – no report
- Chief Steward – Eugene reported that Melanie Rabishaw's grievance has been settled and that she has accepted the college's offer for a settlement.
 - Eugene reviewed the remaining items on the list of grievances, two of which relate to the staffing of the Media Studies and Justice Studies programs
 - Motion to receive the Chief Steward's report – (Ferguson/Ryckman) – Carried
- Treasurer – no report
- Secretary – no report

9. Unfinished business – none

10. Good of the local – none

11. New business – none

12. Adjournment – 7:04 p.m. (Tay)