

OPSEU LOCAL 420
Minutes
Tuesday, Nov 19th, 2013
Capers, Campbellford

Members Present: Eugene Tay, Bernie Belanger, Cathy Waite, , Dave Stewart, Pat Dockrill, Doug Lafreniere, Steve Bolton, Robyn Keller, Deirdre Way, Eric Heidendahl Bridget Ferguson. Diane Malette

Guests: Kevin McKay (Local 249), Gord Wright (Local 421)

Regrets: Jonathan Lake, Bruce Wright, Wally Rendell.

1. **Call to order** – 5:30
2. **Adoption of agenda** – Motion to amend the agenda – remove section seven [committee reports] and add Kevin McKay - Campaign Planning. (Tay/Lafreniere) -carried.
3. **Set next meeting date** – Tuesday Jan 21, 2014 @ 5:30 Paolo’s Trattoria, Belleville.
4. **Minutes of previous meeting** – Oct 22, 2013 - as amended (Heidendahl/Bolton) - carried.
5. **Businesses arising from the previous meeting** – President Belanger delivered the \$500 donation to the UFCW members on strike at Ramada Inn. Tay explained that by performing a hard restart on the classroom computers a faculty can bypass the windows updates – allowing faster access to the computer.
6. **Resignations, Nominations and Elections** - None
7. **Campaign Planning, Kevin McKay** – Kevin McKay a member of Local 240 has been seconded by OPSEU to investigate campaign strategies for the upcoming contract negotiations. Kevin’s role is to survey the locals and gain a sense of their challenges and how best to communicate them to the various districts. OPSEU appreciates that the concerns expressed by the locals in Metro Toronto – may be significantly different from those in Northern Ontario. The goal would be to develop a strategic communication plan that addresses the unique needs of the Locals and their communities. Kevin summarized what he believed to be the major challenges:
 - **Full Time Staffing** – there has been a movement by management across the system to reduce the number of full time professors. At Loyalist, full time faculty positions have dwindled from 209 in 1989 to 130 in 2013.
 - **Academic Freedom** – as management force programs move to blended delivery models (face to face / online), the debate as to who owns the intellectual property becomes a very concerning one. Some colleges in Ontario have begun to sell online course that were developed by full time

faculty to foreign and private colleges. A second concern involves the prospect of a program running with one full time content expert – developing teaching and learning material, tests, activities, assignments... and multiple part time delivery agents delivering the “canned” course.

For more information please visit Kevin’s Blog at <http://quality-education-campaign.blogspot.ca/>

8. Officers’ reports

8.1 President – A meeting has been set with Karen Cullen to file a complaint against one of the Academic Managers. The complaint originates from this managers continued use of bullying tactics when speaking with faculty. Belanger and Dockrill reminded the LEC, any member that feels there are being bullied should seek union support. All members have the right to ask for union representation when speaking with a manager. Belanger expressed his concern that our local agreement with the college to reassign full time faculty to other programs (to prevent layoffs), should that faculty’s original program cease, may be in jeopardy. Karen Cullen was instrumental in negotiating this agreement with the local. Her retirement announcement coupled with managements desire to reduce the number of full time faculty is the basis of Belanger’s concern. Belanger will also bring forward concerns about the Facilities Service Committee, this committee was struck with no Terms of Reference and employee reps that were appointed by management, instead of elected by the membership. With so many issues being identified by our members which require action on the part of this committee the LEC fears the current committee model is inadequate (Dockrill/Keller) - Carried

8.2 Vice President – Dockrill shared her concern for the mental health and wellbeing of our brothers and sisters. In light of the current group grievance, the changing management structure and the implied threat of program suspension many faculty are feeling stressed. Dockrill encourages anyone that is feeling overwhelmed or stressed to take advantage of the Employee Assistance Program. Members can choose a counselor and forward the information to Karen Cullen for reimbursement. If any member is experiencing what they believe to be a poisonous work environment they should document and contact their union rep. Stewards are also available to accompany faculty to meetings with their managers. (Bolton/Tay) - carried

8.3 Chief Steward – Tay summarized the outstanding grievances. One grievance for failing to post, is holding for step 2 and one has been resolved (see attachment). The group grievance concerning management functions is awaiting first response from John McMahon. (Heidendahl/Way) – carried.

8.4 Treasurer – none.

8.5 Secretary – none.

9. Unfinished business – none.

10. Good of the local – none

11. New business – none

12. Adjournment – (Mallet / Lafreniere) – carried.