

OPSEU Local 420
General Membership Meeting
Wednesday, January 29, 2014 – 4:30 p.m.
Loyalist College – 2L49

Members Present: Bernie Belanger, Eugene Tay, Dave Stewart, Steve Bolton, Phil Howlett, Eric Heidendahl, Tom Deakin, Stella Maschas, Karen Holder, Jackie Stephens, Jeremy Braithwaite, Jonathan Lake, Archie Hughes, Lisa Shunock, John Grieve, Eric Heidendahl, Kathleen Rankine, Shelly Lyck, Pat Dockrill, Deirdre Way, Sarah Hopper.

1. **Call to order** – 4:32 p.m.
2. **Adoption of the agenda** – Tay/Heidendahl - carried
3. **Minutes of previous meeting** – Not presented Sep 2013
4. **Business arising from the previous meeting** – none
5. **New Business:**

5.1 Demand Setting Presentation – Belanger led a presentation outlining the demand setting process, and summarized the results of the Provincial Survey. The following is a summary of that presentation:

Bargaining Time Line

Oct 2013-Jan 2014 – bargaining team elected, provincial survey sent out to all members.

Jan-Feb 2014 – local demand setting meetings with members.

April-May 2014 – Demands put into contract language, bargaining agenda and strategies set

Jun-Aug 2014 – June 2nd earliest possible date to give notice to bargain, Contract expires Aug 31 at midnight.

Summary of Last Round (2012) – no concessions, job security language for partial load faculty, improved language for coordinator role, no salary gains – members accepted a two year freeze.

Themes from Ontario Wide Survey – The top five concerns identified by the faculty survey.

1. *Job Security*
2. *Workload*
3. *Academic Freedom*
4. *Staffing*
5. *Wages*

Themes from Loyalist Survey – The top five concerns identified by Loyalist faculty.

1. Staffing (favoring full time faculty positions over non-full-time)
2. Wages (keeping pace with inflation)
3. Academic Freedom (Faculty authority over student grades)
4. Workload (adequate time credited for curriculum development)
5. Job Security

The survey was completed by 117 members, 94 full time faculty, 21 Partial Load and 2 counselors.

Next Steps – Delegates will attend the Provincial Demand Setting meeting in Toronto, on March 22/23.

5.2 Demand Setting

Motion: Professional College Registration/Membership fees for the Ontario College of Social Workers or Ontario College of Psychotherapists are covered by the College (employer) on a yearly basis. (Gosney/Belanger) – Carried

Amendment: The College covers the cost of **all** Professional Membership fees, required by the employer. (Dockrill/Hughes) - Carried

Motion: The Contract end on August 31. (Dockrill/Bolton) – Carried

Motion: A discretionary allowance of \$500.00 is added to our benefit package to cover the cost of Alternative Health Care. (Dockrill/Howlett) – Defeated

Motion: The Contract be 3 years in length (Bolton/Dockrill) – Carried

Motion: Preventing the contracting out or privatization of faculty work. (Hughes/Way) – Carried

Motion: Any courses that are changed to hybrid or online continue to be the work of full time faculty (Dockrill/Maschas) – Carried

Motion: 2% pay increase for every year of the contract. (Bolton/ Heidendahl) – Carried

Motion: Faculty have input into the modes of delivery and evaluation strategies used in their courses. (Hughes/Lake) – Carried

Ranking of Demands:

1. Contract end date of Aug 31
2. 2% increase
3. Control of delivery/evaluation
4. Preventing the contracting out of faculty work
5. Hybrid online course – full time
6. Professional Fees
7. Contract - 3 years long

5.3. Donation to Loyalist College Choir:

Motion: To donate \$2000 to the Loyalist College Choir. (Fairbank/Belanger)
– Carried

Amendment: With the condition that Faculty Union Local 420 is recognized as a sponsor in any advertisements or documents circulated by the Loyalist College Choir. (Dockrill/Tay) – Carried

6. Nominations and/or elections

6.1 Delegate for demand setting meeting:

Dockrill nominated Jonathan Lake – Accepted.

Dockrill nominated Eugene Tay as an alternate – Accepted

7. Unfinished Business – none.

8. Adjournment (Heidendahl/ Deakin) – Carried