

GMM Meeting – February 24, 2020

Sutherland campus – B3 179

Minutes:

Call to order: 12:26 pm

Land Acknowledgement

Opening statement of respect

New Faculty Acknowledgement

Adoption of Agenda

Minutes from September 2019

Treasurer Summary

- Balance is XXXXXX in general chequing
- GICs are XXXXXX
- Treasurer's Summary Approved

Other Financial Discussion

- Contract faculty pay \$2/pay local dues, full time faculty pay \$4
- \$7600 returned in OPSEU dues this past 6 months (July - December)
- Conestoga collected \$25/\$30 per month and paid out \$1,000,000 during the last strike and had faculty collecting ~\$1000/week

Business arising:

Partial Load Registry	Meeting today with contract faculty about service credits and what it means to be on the registry Union has a copy of the registry – it cannot be posted because of privacy concerns. Contact a steward if you want to be verified as being on the list. One error has been found so far
Free Speech	College is supposed to update but hasn't yet
Donations to date Local 352	This is a new standing agenda item coming out of the September GMM Since January we have participated with: <ul style="list-style-type: none">• Pink on the Rink• Paramedic Polar Plunge• Tampon Tuesday – with Local 351<ul style="list-style-type: none">○ One of the most sought after but least donated○ Donate at the staff office• Culinary Student working with OneRoof
Upcoming Community Events	Upcoming <ul style="list-style-type: none">• Bowling for kids (Friday March 27th) -- Big Brothers & Big Sisters• (April) Grannies in Africa – collect jewellery We have found that by participating we are able to earn more money. If you have an event or initiative that you would like shared, please let a steward know.

<p>Strike Donations</p>	<p>The LEC has a limit on how much we can provide without general member support. During our last strike we were supported by several teacher's unions (OSSTF Trillium Lakeland - \$1200, OSSTF District 14 - \$500, ETFO Trillium - \$300).</p> <p>Motion: Provide \$1000 (totalling 50% Of the funded received during our strike). In one month provide the other 50% if they are still on strike.</p> <p>Discussion: Would we need to meet again to vote for the second donation? No. The teachers are participating in one-day strikes/rotating strikes. We were out on full strikes.</p> <p>Motion passed</p>
<p>Recognition of new hires</p>	<p>Conducted at start of meeting</p>
<p>Applied Learning Framework</p>	<p>In different programs we have different types of applied learning: Direct Supervision, Co-op, Applied Projects, In-direct Supervision</p> <p>In-direct supervision occurs often in the schools of Health and Wellness and Community Development. Carol Kelsey was tasked to create an applied learning framework. The ALF has resulted in a reduction in the number of hours allocated to faulty to deal with indirect supervision. The reduction of hours has resulted in a reactionary, crisis intervention model.</p> <p>The union has met with Tom Phillips and Pam Stoneham to relook at the work that is being done and should be done</p> <p>We have seen a reduction in the number of placements available to our students because there have affiliation agreements with Durham College, or other colleges (even though the placements are in our catchment areas.)</p> <p>We are looking to have more direction from the VPAAE to ensure it is seen as a priority by all Deans. We will also be looking at Applied Projects. It is an on-going committee</p> <p>Discussion: The ALF goes directly to the strategic plan. The relationship and process were much more intuitive 10 years ago. It needs to be more explicit. When students need placements, we find them – we make the connections</p> <p>The affiliation/omnibus agreements come with large cities such at Ottawa/Toronto. Without an omnibus agreement we are unable to place students with city run organizations.</p> <p>Right now, we are good with City of Toronto. City of Peele is under discussion.</p> <p>Internships – Immersion learning. There has been no prep or evaluation factor associated with internships. There is a D2L page, students write a thesis, etc. Rigour is required and who is doing the work. The sector calls it an internship. Under the ministry guideline it is a placement.</p>

<p>Coordinator policy update: job share</p>	<p>The college wanted to modify the coordinator description. It would have reduced the number of hours for subject coordinators. The union did not agree to the modified local agreement</p> <p>The union has worked with the college to put forward job sharing of the coordinator-ship in the coordinator procedure. Faculty can now share the coordinator hours and the stipend.</p> <p>Will move forward seeking placements coordinators for programs with placements.</p>
<p>Election for delegates/alternates for Convention</p>	<p>Based on our local size we can send three members to convention. May 21-24th</p> <p>Liz Matheson is one delegate as the union president. Nominations: XX, XX, XX, XX - Regrets, XX,</p> <p>Delegates: XX and XX. Alternate: XX and XX</p> <p>MOTION: The two members who are not successful as delegate be nominated as alternates Motion passed</p>
<p>Overview of union educational that took place today</p>	<p>Union provided education on SWFS and registry today.</p> <p>Expect more training moving forward</p> <p>If there is training/questions that you have please don't hesitate to ask</p> <p>With timetables being created sooner, SWFs should be generated sooner and contract faculty offers should be going out soon.</p> <p>We are hoping that this will lead into year-round workloading. Falls SWFs and draft Winter SWFs at the same time.</p>
<p>Privacy issues: attendance taking;</p>	<p>The VPAAE sent out an email about coronavirus that also highlighted privacy concerns around circulating a class list</p> <p>We identified a privacy breach with class lists on D2L. This has been fixed since.</p> <p>NOTE: Faculty don't have to take attendance.</p>
<p>D2L; employee ID numbers</p>	<p>Up until a week ago faculty employee IDs were visible with class cancellation notices. This has been fixed.</p>

<p>Compensation for contract faculty: sick days and extra work due to student absences</p>	<p>If you cancel class and reschedule it, you should be paid for the rescheduled class. We have paid sick days.</p> <p>When classes are rescheduled with approval, Chairs should be creating exemption reports for the contract faculty for them to sign to reduce the burden.</p> <p>When students are sick/have accommodations that results in extra work faculty should discuss this extra work with the Chairs and requests revised SWFs/overtime when necessary</p>
<p>President's advisory committee; new by-law</p>	<p>The President proposed a new model: One contract (part-time or sessional) and three partial-load or full-time. These would be chosen by the president and the vice-president.</p> <p>Previously the PAC had two members from each school.</p> <p>Union feedback on the new model -- We have a democratic process. We do elections for convention. Suggested that more than 4 faculty are required.</p> <p>The new PAC bylaws also set out to restrict the number of union members to one steward. The union suggested that PAC election should be fully by the membership with no minimum or maximum union representation.</p> <p>Representation from all schools (regardless of size) is important.</p>
<p>LMS committee building membership/capacity</p>	<p>The LMS committee will have representatives from each school.</p>
<p>Building Membership/Capacity</p>	<p>Looking to request updates/changes to membership cards.</p> <p>Looking forward – expect a drive to get cards signed this summer.</p>
<p>Questions</p>	<p>Q: Can part-time faculty be coordinators? A: It reads as bargaining member work since it appears in the CA. However there are times at Fleming that it makes sense (Haliburton)</p> <p>Q: When is the SWF formula revisited? A: Only during contract negotiations. However, if you feel as though your work is not being captured properly there are local solutions. There is WMG. Sometimes evaluations factors are recorded properly.</p>

Next GMM: May

- Officers will be up for election again
- Could have a discussion around membership fees

Meeting adjourned at 3:06 pm

Motion by XX. Seconded by XX.