



General Membership Meeting

OPSEU Local #352

Date: January 17, 2022

Time: 4 pm

Location: ZOOM

1. **Call to Order:** **Moved: Second**
2. **We had quorum with 80 online members present**

3. **Land Acknowledgement and OPSEU Statement of Respect: Liz**
<https://opseu.org/wp-content/uploads/2014/04/Statement-of-Respect-2019.pdf>

We would like to begin by acknowledging the Indigenous Peoples of all the lands that we are on today. While we meet today on a virtual platform, I would like to take a moment to acknowledge the importance of the lands, which we each call home. We do this to reaffirm our commitment and responsibility in improving relationships between nations and to improving our own understanding of local Indigenous peoples and their cultures.

From coast to coast to coast, we acknowledge the ancestral and unseeded territory of all the Inuit, Métis, and First Nations people that call this land home.

In particular, I would like to express our gratitude to the Mississauga peoples for allowing us to continue the work of Local 352, in their territory.

4. **Adoption of Agenda:** **Moved: Second**
Does anyone have any items they would like to add to the agenda?
5. **Consent agenda items** **Moved: Suzanne H Second Charlie M**
 - a) Minutes of the previous GMM meeting
<https://flemingfacultyunion.files.wordpress.com/2021/09/minutes-general-membership-meeting-september-23-2021.pdf>
6. **Treasurer's Report** **Moved Audrey H Second Nancy S**

General account: \$139,517.41
3 GICS totaling: Just one GIC now with ~\$152,900
Strike start up fund: Not set up yet but will have \$1500 from OPSEU as start up funds
Donations: SAC food bank; United Way (Northumberland; Kawartha Lakes; PTBO) each \$500; Frost SA food drive to begin 2022

7.

Business arising

1) Winter 2022 workload

- New SWFs and contract were to be issued with new dates
- The college is still claiming that 0.5 hours for meetings below the line can be averaged; BT sent clear direction that number on SWFs are maximums per week and not cumulative nor averaged

2) Bargaining Update

- a. CEC gave notice today of forced offer vote to be held in February
- b. BT sent clear message that the offer is not adequate and does not address the concerns raised by faculty.
- c. A rejection of this forced contract results in faculty remaining on WTR

8.

Reports/Unfinished Business requiring action:

1) **AUCC report** Audrey

- a. Audrey provided an overview of items discussed at AUCC in Oct-Dec

2) **WMG report** Suzanne

- a. Suzanne summarized 2 workloads that were brought to WMG and were resolved.

3) Point of note: one chair believed meeting time below the line was connected to the “prep” factor include in each TCH; following a discussion the chairs all agree this is not the case.

4) **College Employment Stability Committee (CESC) report** Audrey

- a. Audrey relayed the union’s frustration with the college’s response to the ToR created for ESC under the previous college leadership; management does not believe the ToR is required and dismissed the work previously done
- b. The union remains frustrated with the College’s refusal to collaborate on a process for administering of the JESF money and we will continue to push the college to start using it.

5) Added item: **Grievances:**

- a. Grievances and referral of grievances to arbitration has notably increased at Fleming over the past year.
- b. No long is the college engaging in a mediated settlement and grievances are moving to arbitration
- c. We have asked the college to work to resolve issues locally rather than spending upward of \$10,000 on arbitration.

9.

New Business:

1) Election of Delegates/Alternates and Observers for Region 3 meeting

- a. The following members were elected to be delegates:
 - i. Liz Mathewson
 - ii. Suzanne Hooke
 - iii. Priyanka Sharma (PL)
- b. The following member was elected to be an alternate:
 - i. Audrey Healey

2) Election of D/A/O for Convention

- a. The following members were elected to be delegates:
 - i. Liz Mathewson
 - ii. Suzanne Hooke
 - iii. Thom Jenkins
- b. The following members were elected to be alternates:
 - i. Fred Wood
 - ii. Priyanka Sharma
 - iii. Victoria Maystruk
- c. A motion moved by Suzanne H; second by Victoria M to allow for the election of observers: MOVED
 - i. The following members were elected as observers:
 - ii. Amanda Mushynski
 - iii. Katie Roy
 - iv. Marikka Williams

3) Notice by college of change to Memorandum of Understanding

- a. College will maintain the following MOUs for the time being:
Partial Load; TFSON MOU for time being
- b. College notified union that the complementary hours MOU for union release time will end as of the end of the Summer 2022

4) Work to Rule discussion

- a. Open discussion: SWFs are not to be averaged; many coordinator had to push back last week and stood in solidarity with the bargaining team; 2 letters were sent to the college regarding management directing faculty to perform struck work

10.

Adjournment Next Meeting-