



NorQuest College Faculty Association
Executive Committee Meeting Minutes
May 28, 2018

1. **Call to Order and Welcome:** A regular meeting of the Executive Committee of the NorQuest College Faculty Association was held in Edmonton, AB on May 28, 2018. The meeting **convened at 3:05 pm.** Chairman Leslie Sayer presiding, Kim Chaba-Armstrong, VP Communications, recording.

Attendees: Leslie Sayer, Kim Chaba-Armstrong, Linda Black, Tracy Topolnitsky, Alex Caldararu, Sheryl Boisvert, Joan Wall, Brooklin Schneider, Leah Townsend, Upinder Sarkar, Susan Otto

Regrets: Lisa Saxby

2. **Additions to the Agenda** – New business added.
3. **Approval of the Agenda: MOTION:** Alex Caldararu moved to approve the agenda as amended. **Seconded. Carried.**
4. **Corrections to Minutes of April 16, 2018:** Amendments made.
5. **Approval of the Minutes of April 16, 2018: MOTION:** Linda Black moved to approve the minutes. **Seconded. Carried.**
6. **Officer's Reports** – Full reports are posted on the J drive.
 - a. **President:** Leslie Sayer reported the following: (See report)
 - Did 7 Townhalls, Alex will do 2 more this week to finish them off – 64 attendees thus far which is approximately 20% of faculty
 - Leslie will make a video of the Townhalls
 - Thank you Leslie for putting in a lot of time and effort into the Townhall presentations and package.
 - Cost will be about \$20,000 to build the ACIFA strike fund
 - Heather Fitch will look into what will happen with benefits during any action
 - 4 NCFEA executive attended the BoG meeting and BBQ
 - One grievance ruled in member's favour. Good. It was legally fairly costly for NCFEA.
 - Met with Minister Schmidt and 3 other colleges to discuss funding models and apprenticeships, and asked about any negative responses the the ABC report
 - Currently there isn't a funding model. Answer: they won't be addressing that this year.
 - Re: ABC – the Minister asked all institutions to come up with compensation packages for all executive
 - ACIFA Presidents' Council meeting before the ACIFA conference issues:
 - The strike fund would be \$100 a day after the 3rd day of a strike
 - ACIFA is moving offices and sharing with the ATA
 - Question asked re: student complaints from management. Response: HR said student complaints shouldn't be someone's employee files unless the complaint is about a Code of Conduct breach. Management can open a dialogue with the instructor for possible mentoring, etc. HR needs to make the discipline system more like the collective agreement. The issue seems to be at the Chair level.
 - They asked that the FA be available to talk with Laurel in HR to meet with other areas of the college

- No major changes to the benefits package
 - Thank you to Alex for stepping in to do the FA speech on the 2nd day of convocation.
- b. **VP Negotiations:** Sheryl reported the following on behalf of Lisa Saxby:
- Lisa was acclaimed as VP Negotiations for a ACIFA for two more years.
- c. **VP Welfare:** Alex Caldararu reported the following:
- There are changes to Occupational Health and Safety: sexual assault and harassment need to be explicitly in the college's OH&S.
 - Grievance against us – still outstanding – no updates
 - Grievance filed against the college is going before the LRB on June 24/25 for unlawful dismissal
 - Question asked: is there a way to recover legal costs? Answer: other unions get restitution, but this is new for post secondary and as the college is publically funded, the judge may take that into account and rule unfavourably towards us

ACTION: Sheryl will itemize the legal fees for the last 12 months.

- d. **VP Professional Affairs:** Linda Black reported the following:
- Great Teacher Conference will be next week. 10 people are going.
 - Attended PAC meeting at ACIFA. NorQuest PD funding model is at the bottom of the list compared to other colleges in terms of amount. Currently every faculty member, part-time or full-time, gets \$300 which is given to each chair.
 - We have two pots: 1. \$300 2. College wide Professional Development Committee which has around \$90,000 a year.
 - Pot 2 gave around \$27000 to grad studies, 13 people accessed \$16000, and the rest of the \$90000 went to AUPE and management.
 - There might be more in a third pot.

ACTION: Linda will ask Norma for the total amount of college PD funding in all pots.

- How do we decide who goes and to what with NCFA PD funds?
 - Maybe we don't always send people to the Great Teacher's Conference
 - Whatever the NCFA does with PD, we need to make sure that the college is still fulfilling it's responsibilities regarding PD
 - PAC is writing a resolution to get some equity across the province regarding PD.
- e. **VP Finance:** Sheryl Boisvert reported the following:
- Chequing - \$178195.46
 - Savings - \$107,132.40
 - GIC - \$233,450
 - Not all ACIFA Conference expenses are in. Report will come next meeting.

ACTION: Leslie and Sheryl will meet at 1pm on Wednesday, June 13 to discuss FTE and strike fund numbers.

7. Other Reports:

- a. **Representative to the Board of Governors:** - Tracy Topolnitsky reported the following:
- Four board positions opened. 1 was reappointed, and 3 are teachers or former teachers
 - They reviewed the budget and will be putting forward a deficit budget like last year

b. Committee Reports:

- i. **Negotiation Committee** – Not currently active
- ii. **Grievance Committee** – Meeting as needed
- iii. **Faculty Orientation Committee** – Leslie is meeting with people as needed
- iv. **Faculty Development Committee** – Nothing to report
- v. **Social Committee**
 - Had 86 people at the summer social. \$2300 for food and drinks + taxi rides + \$300 in gift card door prizes (which was covered by the \$5 door fee)
 - Planning a picnic at Hawrelak Park for September to include families
 - Kudos to the Social Committee for all their hard work putting on this successful event
- vi. **Communications Committee**
 - Asked to put up summer social pictures on the website

8. Discussion points for Executive Office meeting

- a. Topics: PD questions for Norma, 6 Sector Model changes for Jodi (Are we degree granting?)

9. Unfinished Business:

- a. Grievance policy from Alex
 - Got advice not to spend any more time on this.
- b. List of ideas for internal PD committee from Alex - tabled
- c. Faculty Association PD Committee policy regarding conference goer choosing Linda – tabled to June

ACTION: Linda and Brooklin to send out policy outline in 1-2 weeks for people to review before the next meeting.

- d. Strike/Lockout items
 - ACIFA strike/lockout fund dues numbers from Leslie and Sheryl – The two will meet on June 13 at 1pm to discuss numbers.
- e. Acting on Requests that came out of the ACIFA Climate survey discussion with Norma - tabled
- f. NCUA admin person updates
 - Sheryl reported that 2 other institutes have people. She recommends a .5 person and maybe the executive take turns in the office too.

10. New Business

- a. Summer dinner
 - Kim will book it at Sabor de Vine on Thursday, June 28 at 5pm.

b. Workplace Health and Safety Committee

- Leslie wants to put Alex's name forward to attend the committee. He will ask Alex.

c. NCFA logo clothing

- Leslie brought information on clothing. He would like us to look at the options. He will send an email about it.

11. **Adjournment** – Meeting adjourned at 5:10 p.m.

The foregoing minutes were approved by the NorQuest College Faculty Association Executive on June 18, 2018.



VP Communications



President