

LEC Members: Susan Lau, Sarah Harvie, Dana Leaman, Sara McArthur, Melissa Mellor, Paula Golding, Chris Arndt, May Benoit, Tara Bristol, Annie Jong, Deborah Konig, Jason Kovacs, Dana Leaman, Joanne MacDonald, Gustavo Marcano Valero, Tracey Prokipczuk, Nancy Reyes

Regrets: Caitlin MacKinnon (on leave), Patrick Angielczyk, Roslyn French-Sanges, Tanya Kowalewicz

Required for Quorum: 11 (16 attended)

1. Call to order
2. [Statement of Respect and Land Acknowledgment](#)
3. Adoption of agenda
  - Proposed amendment: Treasurer’s Report moved to the next meeting.
  - Motion to approve amended Agenda: Susan. Second: Dana. Carried.
4. Minutes of previous (quorum) meeting – December 13/2023
  - Motion to approve: Susan. Second: Tara. Carried.
5. Business Arising
  - 5.1. Grievances and Arbitrations – LEC updated on current cases.
  - 5.2. ESC (Employer Stability Committee) Activities – Moved to next meeting.
  - 5.3. Recruitment and Part-Time Bargaining
    - Recruitment - Moving forward, the College will provide a monthly list of new hires to the LEC, as per the collective agreement. The College’s part time support staff list is to be released in February.
    - Part time Bargaining Campaign/Bill 124 Retro Payments – Mohawk College has decided to provide new hires hired after February 1 2021 with the 1% wage increase starting from their hire date. Other Ontario Colleges are providing the 1% wage increase retroactively and irrespective of the hire date. Our Local petitioned the President of Mohawk College to provide Mohawk employees with the same retro payment as other Colleges.
  - 5.4. December 2023 GMM – Excellent attendance by members. 2024 Budget was approved including union Digital Spending management platform.
6. New Business
  - 6.1. Welcome and introductions for new Steward – Gustavo Marcano Valero (F/T)
  - 6.2. Upcoming GMM Planning
    - LEC discussed setup of GMM to be held on February 14/2024, 12-1 pm (Zoom).
    - Nominations and Elections for the following OPSEU Events:
      - Region 2 Meeting (April 6/2024) - Delegates/Alternates/Observers
      - Convention (April 25-27/2024) - Delegates/Alternates/Observers
    - LEC discussed selection of Representatives for vacant Support Staff positions for next term on the College’s Joint Health & Safety Committee.
    - CAAT-S advised Locals we can propose resolutions for vote at GMMs which if approved can be put forward to the OPSEU Resolutions Committee for integration into the OPSEU Constitution or Operating Procedures. Thereby, a resolution will be proposed at GMM for development of a process for members to pay for expenses at OPSEU Event (e.g. hotel booking, etc.) by means other than credit card. Such a resolution aims to resolve barriers faced by members (e.g. part timers, student staff) without access to credit cards.

- 6.3. Winningtemp Employee Engagement Surveys – Upon review, our Local has determined Mohawk’s Winningtemp surveys on working conditions protect the anonymity of respondents while providing HR with results indicating departments showing areas of concern.
- 6.4. LEC Health & Safety Development – there is an increase in engagement from members on learning about health and safety foundations. The Local is to review potential training opportunities for stewards through OPSEU.
- 6.5. Part-time Pay Petition – covered above.
- 6.6. John C. Holland Award Dinner - The City of Hamilton is to hold an awards event in support of Black History Month on February 24, 2024. Our Local was invited to sponsor a table in support of Black Students.
  - Motion to approve up to \$1,000 for a sponsored table on behalf of local 241: Susan. Second: Sara. Carried.
- 6.7. 2024 OPSEU Region 2 Educationals - OPSEU Region 2 has scheduled three educational sessions for 2024 (March 23-24, June 1-2, and Nov. 23-24/2024).
7. Reports of Officers
  - 7.1. President – Onboarding with Union1 Digital is underway.
  - 7.2. Vice President – the LEC received a positive response and member engagement at the December Lunch and Learns. More Lunch and Learns are being planned.
  - 7.3. Treasurer – a short emergency LEC meeting to review and approve the Treasurer’s report for the February GMM to be scheduled soon.
  - 7.4. Secretary – Nothing to report.
  - 7.5. Communications Officer – The Local’s Officers are planning to begin holding monthly meetings in the next weeks.
  - 7.6. Full-Time Unit Steward – covered above under Grievances.
  - 7.7. Part-Time Unit Steward – Negotiations to begin on January 29, 2024. The Bargaining team is asking full and part time Support Staff to wear blue that week in support and solidarity.
8. Reports of Committees
  - 1.1. By-laws - No proposed changes to our bylaws at this time.
  - 1.2. PDF (Position Description Form) – The LEC has noticed an increase in engagement from full-time members on learning more about their PDFs.
  - 1.3. Member Engagement – Our recent marketing campaign has been effective with member engagement and recruitment.
  - 1.4. Creative – The LEC will be reviewing the design of our Local’s Business Cards. If you are interested in engaging our members on a creative aspect, please reach out to Susan.
  - 1.5. Health and Safety – The College’s Joint Health and Safety Committee’s next two-year term is to start April 2024. Membership on the Committee is by selection and our local is to work on a list of support staff interested in being an alternate for the Committee.
9. Adjournment: 6:35 pm. Motion to approve: Susan. Second: Dana. Carried.

Next meetings:

- LEC meeting (Emergency) - Wed. February 7/2024, 12:00-12:30 pm (Zoom)
- GMM – Wed. February 14/2024, 12:00-1:00 pm (Zoom)