

CSEA Labor Management Meeting – Thursday, September 14, 2017

In attendance:

Sabrina Johnson Chandler, Director of Human Resources; Carol Ann Zavarella, President, CSEA 9202; Suzanne Paribello, Vice President, CSEA 9202; Robert Novak, Treasurer, CSEA 9202; Teresa Michaud, Secretary, CSEA 9202 and Alisa Cagle, Labor Relations Specialist.

Carol Ann introduced the new board and the new location of the CSEA 9202 Office – C216. The Union needs to put up signage for visibility for its members. The offices are also in need of furniture. Carol Ann will discuss with Rob Cirillo.

Tech Assistants job responsibilities was discussed. There was an issue with a lab tech and a professor regarding the tech's responsibilities. Carol Ann had previously spoken to Dean Pollard and the issue has been resolved.

The question of whether or not it was okay to speak to people in another language while amongst others was acceptable. There was a situation where three people were together and two of them spoke in another language, making the third party feel uncomfortable. Sabrina expressed that there was no written rule but made the following suggestions:

- While in a business meeting it would not be acceptable for any participant to speak in another language with another participant.
- In a personal setting, it would be suggested that since the College is trying to create a culture of inclusion, that it would not be recommended that people speak in another language as others may feel excluded.
- The person who was involved in the incident speak with her supervisor and ask that he/she have a discussion with other employees about this topic.

Suzanne inquired about how to address a situation when a colleague becomes verbally abusive. Sabrina informed all that any such situation should be reported to a supervisor and that it could result in disciplinary issues as it is conduct related.

The topic of Jan Phair, a grade 6 in SAHSS was doing the work of a grade 7. It was expressed that Dean Taylor is doing part of the work and Jan is not doing 100% of the workload.

The topic of removing and auctioning off replacement equipment was discussed. A policy directing department chairs was reviewed. Department Chairs are refusing to follow this process. Dr. Morest has directed staff to complete the process. Sabrina will review the information.

Respectfully submitted – Teresa Michaud

9/18/17