



**SPECIAL RATIFICATION AND GENERAL MEMBERSHIP MEETING MINUTES**  
**Tuesday, June 23, 2015**  
**Lansdowne Campus, Young Building, Room 216**  
**5:00pm**

**CALL TO ORDER**

Meeting was called to order at 5:08pm with President, Tony Nelson as Chair with 82 members in attendance (87 by the end of the meeting).

**ACKNOWLEDGEMENT OF THE TRADITIONAL TERRITORIES**

President Tony Nelson acknowledged the traditional territories on which the meeting is taking place.

**ROLL CALL OF OFFICERS**

President	Tony Nelson	present
Vice President	Keith Todd	present
Correspondence Secretary	Meghan Hale	excused
Secretary Treasurer	Matthew Martin	present
Recording Secretary	Michel Turcotte	present
Education Coordinator	Erynne Grant	present
Chief Shop Steward/Office Coordinator	Dawn Svendsen	present
Communications Officer	Earle Thompson	present
Member at Large	Walter King	present
Member at Large	Ranbir Prihar	present
Campus Steward-Interurban	<i>vacant</i>	<i>vacant</i>
Campus Steward-Lansdowne	<i>vacant</i>	<i>vacant</i>
Health and Safety Coordinator	Ida Colantonio	excused
Job Evaluation Coordinator	Gail Barnard	absent
Student Society Representative	Michael Glover	excused

**Reading of the Equality Statement**

Equality Statement was read by Michel Turcotte

**Initiation of New Members**

The following new members were sworn in:

Andrea Bateman	Chemistry & Geography
Charles Campbell	Access
Gulcan Barday	Camosun International
Lori Warren	Access
Donna Montgomery	Child Care
Zhinoos Armstrong	Arts and Science Admin

**Specific Item For Which the Meeting Was Called**

**Moved/Seconded**

**To Ratify the Settlement Package for the collective agreement covering the period from July 1, 2014 to June 30<sup>th</sup>, 2019 as presented by the Negotiating Committee.**

John Horsfield, CUPE National Representative, was acknowledged by Tony as the chief negotiator and then proceeded to explain the settlement package.

John indicated that both the CUPE and Employer proposals not included in the package are deemed to be withdrawn and can not be brought back in some other way. Highlights of the agreed package include:

### **Right to Refuse Overtime**

The employer had wanted to totally remove the existing wording in the CA that allows members to refuse overtime but the college was able to illustrate that there were times where the work needed to get done. As a result an agreement to allow the employer to use mandatory overtime in extraordinary circumstances was agreed.

### **Benefit Improvements**

Eye Exam coverage moving from \$75 to \$100 effective Jan 1 2016.

Annual deductible on Extended Health moving from \$25 to \$50.

As of Nov 2015 drugs not on the Pharmacare Formulary or where special authorization has been denied or not applied for will be reimbursed at 50% while coverage for drugs on the formulary will eventually be increased to 100%.

Effective Jan 2019, Accidental Death and Dismemberment coverage will commence.

### **Pay**

5.5% increase over 5 years with 0% in the first year resulting in no retroactive pay.

There will also be an Economic Stability Dividend linked to BC GDP. Members would be eligible for a dividend based on 50% of the positive difference between the predicted and actual GDP. John indicated that this might not amount to much with the possible exception of the next election year.

### **Discussion and Issues**

Concerns were raised that CUPE 2081 members were disadvantaged because everyone else was able to bargain first. In response it was pointed out that we were the first to start bargaining, but the employer walked away from the table. John indicated that the deal was as good as or better than what others had achieved.

Concern raised about individuals who had grandfathered non-formulary drugs that are currently covered. Would they now be covered at 50%? John apologized and indicated that he did not have an answer for the member.

Concern about the low pay out amount of life insurance for CUPE members when the other groups can get up to \$800, 000. John explained what was included in the package resulted from a cost benefit analysis and tough choices had to be made.

Job Titles and Pay Bands will now be included on the HR Website (intranet) rather than in the CA where they can easily be out of date. There has been no change to how those titles and pay bands are approved. A question was raised regarding the need of the College to keep historical information on job info and Gail reported that that information is currently kept.

Wording on Co-op students moved from a Letter of Agreement to inside the main agreement with no change in wording except for updates due to non existing programs.

LOA Wording for the Special Employment Program was also incorporated into the CA. There is currently one position in the Bookstore and up to 3 additional positions of up to 20 hours per week with all the rights and privileges of CUPE members can be created.

LOA relating to the Chief Shop Steward is being incorporated into the CA as well and updated to reflect the current wage rate.

Labour Management Committee will now have 4 members on each side. Employer pays all release time for this committee.

LOA 28 has been renewed with no changes.

Any LOA not included in the package or converted into the agreement, no longer forms part of the CA. LOA's # 1, 8, 9, were not renewed.

A long discussion ensued regarding the advisability of mandatory overtime language ensued. John reminded members that this change was extraordinary circumstances and it would be unlikely many members would be impacted by this change. John reminded member if they are told to work that they should not refuse as they could loose their jobs. Tony told members that the employer would have to prove to the union that the circumstances were indeed "rare, unusual and extraordinary". Overtime in this case is something imposed at the end of the work day and is different than a call out which occurs after a member has left work.

**MAIN MOTION To Ratify the Collective Agreement – By Secret Ballot**  
**Carried - 72 yes , 9 no, 0 abstentions with 81 ballots cast for a possible 86.**

**New Business**

None

**Good of the Union (*announcements, commendations, concerns*)**

- Snowball Winner: Gulcan Barclay
- Today was the Freeze Off – winner was the Childcare Centre with their Organic Strawberry Ice Cream
- 24<sup>th</sup> Annual Michael Dunahee Tournament of Hope is coming up on August 8<sup>th</sup> and 9<sup>th</sup>
- Everyone in attendance gets 2 Shakespeare tickets
- This is our last meeting until September – challenge has been issued to everyone that attended this meeting to attend in September and bring a friend
- Shop Steward Club Meeting – June 29<sup>th</sup>; please come by if you are interested in becoming a Shop Steward

**Adjournment**

MSC to adjourn  
The meeting was adjourned