



ANNUAL GENERAL MEMBERSHIP MEETING MINUTES
Thursday, March 26, 2015
Interurban Campus, Room 124A/B
5:00pm

CALL TO ORDER

Meeting was called to order at 5:08 pm with President, Tony Nelson as Chair with 38 members in attendance.

ROLL CALL OF OFFICERS

President	Tony Nelson	Present
Vice President	Keith Todd	Present
Correspondence Secretary	Michel Turcotte	Present
Secretary Treasurer	Ranbir Prihar	Present
Recording Secretary	Jennifer Erwin	Present
Education Coordinator	Erynne Grant	Present
Communications Officer	Earle Thompson	Present
Chief Shop Steward/Office Coordinator	Louise Oetting	Excused
Member at Large	Megan Hale	Present
Member at Large	Shirley Wendland	Present
Campus Steward, Interurban	<i>vacant</i>	<i>vacant</i>
Campus Steward, Lansdowne	Dawn Svendsen	Present
Health and Safety Coordinator	Ida Colantonio	Present
Job Evaluation Coordinator	Gail Barnard	Present
Student Society Representative	Michael Glover	Present

Guests: John Horsfield –National Representative

EQUALITY STATEMENT – read by Jennifer Erwin.

INITIATION OF NEW MEMBERS

Rosanne Harvey – Camosun International.

ANNUAL REPORTS FROM EXECUTIVE BOARD MEMBERS AND COMMITTEES

President: Tony provided a written and verbal report with recommendations. He also mentioned that the Secretary Treasurer and Trustees will be bringing forward some concerns regarding the timely payment of the Local’s credit card and that some of these issues fall on his shoulders. Tony was clear that he and all executive members will make every effort to ensure receipts are submitted in time for the monthly credit card remittance.

Members asked questions regarding long and short terms goals and the President mentioned that his recommendations and the long and short term goals are meant to create discussion with our members.

A few of our members have technical expertise and offered their knowledge regarding the best processes to work toward the goal to digitize our paper records.

Vice-President – Keith provided a written and verbal report.

Outgoing Chief Steward/Office Coordinator – Louise provided a detailed report and Tony read it verbatim. Tony mentioned there are no words that can really state how much work Louise had accomplished during her varied positions on our CUPE executive and he, together with the executive, wish her well with all of her future endeavors.

Secretary Treasurer – Ranbir provided a written and verbal report together with recommendations. We all thanked Ranbir for the excellent job he has done looking after our financial records over the last 4 years.

Recording Secretary – Jennifer provided a written and verbal report.

Student Society Representative and Correspondence Secretary – Michel provided a combined written and verbal report as he has been active in both these capacities.

Education Coordinator – Erynne is our new Education Coordinator and provided a written and verbal report.

Lansdowne Campus Steward –written and verbal report provided. Tony reiterated the considerable learning curve associated with Dawn’s position as Acting Chief Shop Steward/Office Coordinator and acknowledged the excellent and professional commitment she provided to our Local.

Communications Officer – Earl provided a written and verbal report with recommendations.

Job Evaluation JAJEC –Gail provided a verbal report. She outlined some of the duties of the Committee.

- Who qualifies for a teaching stipend?
- ‘Sore Thumb’ pointing positions.
- Updating of jobs and or any change to your job description must go through the Committee. Housekeeping means changing the name of the Director or spelling errors and all needs to come through the Committee.
- If a job is ready to be posted and it is really old, this Committee will ask that it be rewritten by the Manager.
- If you want your job to be reclassified you must complete the questionnaire. If you don’t like the outcome you can appeal the decision and so can the Manager.
- 6 month review for new job descriptions.
- Annual Report will list the number of positions and the numbers of staff that it impacts.
- Recommendation - look at an analysis of the questionnaire and the manual. Look at rewriting the questionnaire so that it is shorter and better. John Horsefield mentioned that CUPE National has members that work specifically on JE and would be willing to help.

A member asked that Gail’s AGM report be posted on our Website. This report should also be forwarded to the CUPE Office and the Recording Secretary.

We had a member thank her for a long-standing and fair processes attached to the JAJEC processes.

Joint Early Intervention Program – Shirley provided a written and verbal report.

Occupational Health and Safety – Ida provided a written and verbal report.

Comfort Committee – written and verbal report provided. Thanks given to Ida, Kim Miles, and Virginia Farndon.

Trustees Report January 1, 2014-December 31, 2014 – The financial administration of this Local is handled with integrity; care and attention to detail. The Trustees also provided some concerns and recommendations.

M/S/C all Annual Reports

EXECUTIVE BOARD EXPENDITURES

We spent \$400 to purchase two (2) boxes of Daffodil Pins from the BC Cancer Society. We will have Executive members walk around the campuses with the goal to engage our members and provide them with a daffodil pin.

EXECUTIVE BOARD RECOMMENDATIONS

Move: that CUPE 2081 donate three hundred dollars (\$300.00) to the CUPE 7000 Southern Railway workers, who have been locked out since January 2015.

M/S/C

Move: that CUPE 2081 spend up to \$100 to lay a wreath on the Lansdowne Campus Worker's Memorial to acknowledge the April 28th National Day of Mourning.

Amended Motion: that CUPE 2081 spend up to \$100 to purchase a perennial to be placed on the Lansdowne Campus Worker's Memorial to acknowledge the April 28th National Day of Mourning.

Motion as Amended: that CUPE 2081 spend up to \$100 to purchase a perennial to be placed on the Lansdowne Campus Worker's Memorial to acknowledge the April 28th National Day of Mourning.

Carried

Elections of Officers, Committees, Representatives, and Delegates:

Vice-President a 2 year term – **Keith Todd**

Secretary-Treasurer a 2 year term – **vacant**

Chief Shop Steward/Office Coordinator a 2 year term – **Dawn Svendsen**

Recording Secretary a 2 year term – **Michel Turcotte**

Job Evaluation Coordinator a 2 year term – **Gail Barnard**

Trustee (one position) a 3 year term – **Bonnie Stackhouse**

Member-at-large (two positions) a 1 year term (each):

1. **Meghan Hale**
2. **Ranbir Prihar**

Interurban Campus Steward (by-election) remainder of a 2 year term – **vacant**

Vancouver Island District Council (11 positions) a 1 year term (each):

1. **Naji Khodashenas**
2. **Jennifer Erwin**
3. **Michel Turcotte**
4. **Dawn Svendsen**
5. **Keith Todd**
6. **Sharon Glynn**
7. **Susan Rudiger**
8. **Matthew Martin**
9. **Erynne Grant**
10. **Roseanne Harvey**

(one position left to be elected)

Victoria Labour Council (five positions) a 1 year term (each):

1. **Tony Nelson**
2. **Susan Rudiger**
3. **Earle Thompson**

(2 positions left to be elected)

OH&S Committee (two positions) a 1 year term (each):

1. **Shirley Wendland**
2. **Myra Grypuik**

Diversity Committee – Tony will put out a CUPE-All to see if we have a member that would be interested to sit on this Committee.

OATH OR OFFICE – All members were sworn in.

NEW BUSINESS

Move: that CUPE 2081 use the 2014 EI Rebate in the amount of \$22,150.00 to add the addition of dental white fillings costed at \$8,900 for this benefit enhancement; eye wear \$350 for a cost enhancement of \$13,000, hearing aids \$650 cost enhancement \$60 and Orthotics \$750 for a cost enhancement of zero for a total of \$21,960.

M/S/C

Move: that CUPE 2081 send an e-mail to the membership within 7 days after each Membership Meeting with a list of each bylaw amendment or motion excluding bargaining proposals that was approved at the meeting as well as the name of each member who was elected to a union position or to attend a conference, conventions, or education workshop.

M/S/C

Amendment to motion: that CUPE 2081 send an e-mail to the membership before the next General Membership Meeting after each Membership Meeting with a list of each bylaw amendment or motion excluding bargaining proposals that was approved at the previous general meeting as well as the name of each member who was elected to a union position or to attend a conference, conventions, or education workshop.

Motion to refer to the Executive

Motion fails on a 14 to 13 vote

Motion as amended: that CUPE 2081 send an e-mail to the membership before the next General Membership Meeting after each Membership Meeting with a list of each bylaw amendment or motion excluding bargaining proposals that was approved at the previous general meeting as well as the name of each member who was elected to a union position or to attend a conference, conventions, or education workshop.

M/S/C

A member brought forward a *notice of motion* for 2 bylaw amendments and this was ruled out of order by the Chair.

GOOD OF THE UNION (*announcements, commendation, concerns*)

Bargaining - Our proposals are ready to take to the employer and some clauses were taken out as it was probably prudent to reduce the number of items in the proposal. There is a general movement among many Employers to cut back on top-up benefits for maternity leaves, increase deductible on extended health benefits. The Government is also saying that if public institutions that are in bargaining don't have a signed agreement by July 1, 2015, then there will be no retroactive payments.

The Trustees asked that if they are conducting election results that no motions are discussed, until they have returned to the meeting.

This was the last meeting for a few long-term CUPE members. Tony mentioned Val Mieras and said how much he and so many of our other members had learned from her and that we will miss her voice and experience. He mentioned that Val bleeds CUPE blood. Val mentioned that she had never stepped on a plane prior to her union involvement and outlined the numerous and varied skills she had learned during her tenor. Val was instrumental in the organizing of the Michael Dunahee Tournament of Hope and it was her and Ed Nicholas that negotiated Christmas week.

SNOWBALL DRAW: (must be in attendance to win): Number 361 – Doug Bourdages and unfortunately he was not in attendance.

ADJOURNMENT – Meeting adjourned at 8:32 pm and minutes recorded by Jennifer Erwin, Recording Secretary, April 7, 2015.