

CUPE 3761 General Meeting Minutes

Tuesday, November 17, 2015

Teleconference

SASKATOON	REGINA
Melanie Kenny, President	Erin Thomsen, Shop Steward
Don MacDonald, Vice President	Marg Romanow
Derron Hoover, Treasurer	Nina Johnson
Touly Katsiris, Secretary	Lars Murrin
Don Kitchen	Theresa Sabourin
Melanie Popovici	
Judy Desjarlais	
Margot Wallace	
Jan Murdock	
Barb Abele	
Melissa Ferguson	

Regrets:

Randy Hoffman	Cheryl Krett
Colin Byas	

Call to order at 4:31pm

1. Roll Call of Officers

All officers except Randy Hoffman present.

2. Reading of Previous Minutes

a. AGM, October 21, 2014

**MOTION: To approve the minutes from the AGM, October 21, 2014 as circulated
DK / DH Carried**

b. General Meeting, June 24, 2015

**MOTION: To approve the minutes from June 24, 2015 as circulated.
ET / NJ Carried**

3. President's Report

Executive met 8 times since the last AGM. No new grievances in the last year. Arbitration was postponed because Kelly Miner can't attend. Expect will be rescheduled in a couple of month due to availability of arbitrator. JUMM set for December 9. Let MK know if anything to add to agenda. Thank you to the Executive for the work they've done over the last year.

**MOTION: To approve the President's Report.
JM/ DM Carried**

4. Treasurer' Report

Reports were distributed and DH went through. Currently running a small deficit. Document shows that ledger is not in balance, but DH has recently written cheques and that value should now be \$0.23, so the ledger is in balance. The proposed deficit for the 2016 budget is due to the costs for bargaining. DH recommends changing the amount proposed for the SFL Summer Camp from \$800 to \$900 because the cost of the camp has gone up to \$450 per child and we send two.

MOTION: Adopt 2016 budget as proposed.
DH/MW Carried

5. Education Committee Report

Jean is stepping down as the Education chair. One amendment to the report, Don Kitchen was not able to attend the SFL Annual Convention.

JM Can educational opportunities be sent around earlier?

MK They are sent as soon as we get them. Members are encouraged to check CUPE's website regularly for educational opportunities.

MOTION: To accept the Education Committee Report as ammended.
MW/DK Carried

6. Grievance Committee Report

Bev Duncan was the Grievance Chair and she has resigned. No new grievances this year.

7. OH&S Report

Met 4 times in the last year and were able to work with management to resolve any issues. Minutes are posted on the bulletin boards in both offices. Members are encouraged to get in touch with their office rep should any issues arise.

MOTION: To accept the OHS Report as circulated.
MW/JD Carried

8. Trustee Report

Thank the Trustees who are currently working on their recommendations.

9. Unfinished Business

a. Bylaws

MK spoke to Guy who said that CUPE National is behind on looking at bylaws but they do have them and will get in touch with us when they've been approved.

b. Certificate for Long Term Members / Xmas Potluck

Christmas potluck date will be decided, members who have retired in the last year will be invited and presented with a certificate. Guests don't bring food to the potluck and the Local will provide Christmas treats. Great way to keep in touch with members who have left.

c. WCB

Decision made that we don't need to insure all the members of the local. The only ones who need to be covered under WCB are the Executive. We've overpaid this year, so the payment will stretch for 5 years.

d. Pension Report

DM and RH have been exploring pension options. We need to see if there is still interest from the membership in joining a pension plan.

NJ Drop it until the next round of bargaining. I don't know how much interest there is. Not sure if it's worth putting more time in it since there doesn't seem to be much concrete interest from members.

DH If we don't do the work necessary prior to bargaining, there won't be the time to get the research done to make progress at the table. If we want to proceed, the research and work has to be done in advance of bargaining.

MK We don't have a pension now. I'd like to see it as a legacy for people coming in who don't think about pension. I'd like to see us do this for future generations of young people working with SUN.

JM I agree. Not for us, but for the new hires, it would be a recruitment tool. I think we need to pursue it. If we don't have research we won't get far in bargaining if we don't have our ducks lined up.

ET Having been on the last round of bargaining and polled the members, I think we need to re-poll the members before we go down a road that we're going to get stuck when we aren't confident what the membership wants. "Legacy" shut down conversation on the pension plan at bargaining. Need to get a better sense of what people want. Need to develop an info package and explain to people what their options are.

DK I support what Derron is saying. We can bring the information to a bargaining conference and let them decide if it's something to bring to the table.

MOTION: That DM and RH will prepare a package regarding Pension for the bargaining conference.
DK/JD Carried

MR will help create the package. If it's a closed door from our members, no point in raising it at bargaining.

10. New Business

a. Remembrance Day Wreath (Derron Hoover)

Currently have no Remembrance Day wreath in either office, and I support CUPE 3761 purchasing a wreath for each office to lay at the Remembrance Day ceremony, as well as a wreath for the Regina Office for the Day of Mourning ceremony (Saskatoon has one).

MOTION: To purchase three wreaths, two Remembrance Day wreaths (1 for each office) and one Day of Mourning wreaths (for Regina office).
DM/MR Carried

b. Vacation Requests (Lars Murrin)

Spoke with 7 people in the Regina office who are upset about the amount of time it's been taking to get vacation requests back, especially around peak times. Right now there is no time limit for them to get back to you. Should they be able to take three months to approve three days? Practice is causing frustration with members. Is there something we can do about that?

MK There was an issue raised about this already. ET spoke to Tim Williams.

ET SMT approved the requests yesterday, has them and needs to go through and sign and get them back to people. Outside of peak times, still concern regarding getting LOA back. If there is concerns from members, they are encouraged to ask Tim directly. My recommendation would be to send an email to keep documentation. Didn't have an appetite to put timelines in the CBA in the last round of bargaining and we couldn't get any movement on it.

DH I recall [at bargaining] ugly conversations around some of those issues.

LM Maybe that works outside of peak times, but goes against policy. What's the point of the policy?

MK We [the Saskatoon office] email requests so we have the proof of when we sent them. I suggest that the Regina staff email their request in for the same reason. Any evidence of untimely responses should be communicated with their shop steward.

LM Need to record how long it takes in regards to how long it takes to get our approved slips back. Then maybe they'll speed things up. I think right now it's between 30-70 days.

ET We had to drop it at bargaining because we didn't have the evidence to back us.

DH It was raised to follow the same process as the SUN/SAHO agreement. There was an appetite among our membership for that, not sure why. Need to think about what an appropriate set of timelines is so that we can hand that to the bargaining committee, because without, it'll be problematic.

MR I like the idea of it being brought up at a JUM.

MK Okay, we'll add it to the agenda.

11. Nominations, Elections or Installations

President	Melanie Kenny	<i>Acclaimed</i>
Vice President	DH nominates Don MacDonald	<i>Acclaimed</i>
Treasurer	Barb Abele	<i>Acclaimed</i>
Secretary	Touly Katsiris	<i>Acclaimed</i>
Regina Shop Steward	Erin Thomsen	<i>Acclaimed</i>
Saskatoon Shop Steward	Randy Hoffman	<i>Acclaimed</i>
Education Committee Chair	Colin Byas	<i>Acclaimed</i>
Grievance Committee Chair	DM nominates Derron Hoover	<i>Acclaimed</i>
Saskatoon OHS Rep	DH nominates Margot Wallace	<i>Acclaimed</i>
Regina OHS Rep	ET nominates Nina Johnson	<i>Acclaimed</i>
RDLC Representatives	Carol Mullaney	<i>Acclaimed</i>
	Donna Ottenson	<i>Acclaimed</i>
SDLC Representatives	Don MacDonald	<i>Acclaimed</i>
	Don Kitchen	<i>Acclaimed</i>
Trustees	Donna Ottenson	<i>Acclaimed</i>
3 year term		
2 year term	Colin Byas	<i>Voted last year</i>
1 years left	Jan Murdock	<i>Voted two years ago</i>

Adjourned 5:25pm