



## Local 054 AGM

### Minutes

April 24, 2010

AUPE Headquarters

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#### 1. Statement of Equality

- Read by Delle Gould

#### 2. Introductions

- Tonya asked everyone to introduce themselves and describe a unique way that we would remember your name
- Guests:
  - Mike Rennich, MSO for Local 54
  - Bill Dechant, Executive Secretary-Treasurer AUPE
  - Guy Smith, President AUPE
    - Mobilization – increased awareness about Locals and sectors stepping up to take action together in a less reactive and more proactive way.
    - Protective Services reverse decision to have rural hospital security staff to be one site vs. roving through large areas. Paladin still has contract, but if they are on site those workers should be under AHS.
    - Alberta Hospital Redevelopment campaign is in full force, 2000 packages went out to politicians in the province RE: our continued concerns. BBQ and Rally at lunch hour on April 29<sup>th</sup>, 2010.

#### 3. Adoption of Agenda

Tonya added Correspondence and Workplace Transformation  
**Properly Moved/Seconded/Carried**

#### 4. Adoption of Previous AGM Minutes from May 9<sup>th</sup>, 2009

**Properly Moved/Seconded/Carried**

#### 5. Officers Reports

5.1. Chair - Written report included in package

- July 1<sup>st</sup>, 2010 AHS moving to one Health Benefit carrier and we will all remain with Blue Cross and at the moment our benefits will not change, however they might change through Transitional Bargaining
- Voluntary Exit Program for Auxiliary Nursing is going forward but nothing for General Support Services as this is before the Labour Board during bargaining process.

**Properly Moved/Seconded/Carried**

5.2. Vice Chair - Written report included in package

**Properly Moved/Seconded/Carried**

5.3. Treasurer Report - Written report included in package

- Discussion about mobilization in regards to getting more members involved, specifically at the Royal Alex Hospital and the Food Service

Centre. Suggestions to encourage members to check bulletin boards, spread the word verbally.

**Properly Moved/Seconded/Carried**

- 5.4. Secretary - Written report included in package
- Reminder to send information via email to home email address [aprilseibel@shaw.ca](mailto:aprilseibel@shaw.ca) which is also located on the website.
  - Local website <http://www.aupelocal54.ca> please send updates for your Chapter pages to April

**Properly Moved/Seconded/Carried**

- 5.5. Provincial Executive - Written report included in package
- PE voted against donating to aid for Chile as their country is more capable and has better infrastructure than most other countries that do not (e.g. Haiti)
  - Some concerns about the ads that UNA had, President Guy Smith sent letter of dissatisfaction and to work together instead of against

**Properly Moved/Seconded/Carried**

**6. Correspondence from Chair**

- 6.1. Letter from Bill Dechant RE: financial tax rules about honorariums and T4's  
6.2. Letter from Heather RE: Golf – deal with under finance  
6.3. Letter about Union Steward recognition, membership services committee to give gifts to our stewards, Level 1's - USB port, Level 2's - USB port and watch, Level 3's – USB port, watch and pen. Tonya to give to Chapter Chairs to distribute. These would be based on what your steward status was on December 31<sup>st</sup>, 2009-Tonya has the list.  
Discussion as to why 3 different gifts were chosen for levels of stewards. Joel who is on Membership Services Committee spoke to this stating that the committee wanted to encourage members to move up through the levels. PE debated this as well and decision was somewhat also made due to cost of the Gala that was also discussed. Our PE rep could take this back to PE for discussion in the future.
- 6.4. Letter: Convention – We are entitled to 67 Convention Delegates plus our PE rep.  
6.5. Nomination for Rolyn Sumlak Award – Deadline September. Went out to all chapter Chairs as well. It's been  
6.6. Letter from Guy Smith RE: Protective Services changes, mostly impacted Calgary/Red Deer

**7. Committee Reports**

**7.1. Finance Committee**

- 7.1.1. Finance Committee Meeting Minutes, April 8<sup>th</sup>, 2010 9  
(Full minutes included in package, See 7.2 for motions)

**Properly Moved/Seconded/Carried**

- 7.1.2. Statement of Operations – included in package

**Properly Moved/Seconded/Carried**

- 7.1.3. Proposed Budget – included in package

Discussion about miscellaneous line explained. Suggestion to place the Statement of Operations next to the Proposed Budget at future AGM's.

**Properly Moved/Seconded/Carried**

## 7.2. MOTIONS from Finance Committee:

- **Chapter Honorariums** – After discussion, it was agreed that the Committee will recommend that the Local Policy regarding Chapter Honorariums be revised.

### **MOTION:**

- Chapter Honorariums to be revised as such:
  - Motion must be passed at Chapter AGM's to pay honorariums to Chapter Executive and the amounts paid cannot surpass the Local recommendations.
  - The Chapter Executive will have the final decision as to whether or not honorariums will be rewarded to executive members not fulfilling their duties.
  - Such Honorariums will:
    - not exceed the Local Policy of \$499.00 per position per year;
    - not exceed the amounts in the table following;
    - be prorated for partial terms;
    - not be divided amongst remaining executive in the case of a vacant executive position.
  - Honorarium Table:
    - Chapters with 0-300 members: \$ 100.00 / year / per position
    - Chapters with 301-600 members: 150.00 / year / per position
    - Chapters with 601-900 members: 200.00 / year / per position
    - Chapters with 901-1200 members: 250.00 / year / per position
    - Chapters with 1201-1500 members: 300.00 / year / per position
    - Chapters with 1501+ members: 499.00 / year / per position

**Motion to Amendment** to strike the Honorarium table from the motion and to remove the second bullet “not exceed the amounts in the table following;”

**Properly Moved/Seconded/Carried**

**Main MOTION as amended: Properly Moved/Seconded/Carried**

- **Donations Outside AUPE** – with the increasing number of requests for donations coming from individuals, organizations outside of AUPE e.g. for Haiti, and team requests, it was suggested that the Committee draft a Donations policy. After discussion, it

was agreed that the Committee recommend the following policy for acceptance:

**MOTION:**

- Requests for donations to organizations, non-profit groups and causes outside of AUPE will be considered and outcome determined by the Local upon review of the application.
- Requests for individual donations will not be supported by the Local.
- The Local will accept written applications for donations with deadlines two times per year. Deadlines will be March 31 and August 31. Applications will be reviewed at the next meeting following each deadline (generally 2 to 4 weeks following the deadline dates).
- Rather than cash, donations will be of a nature as to promote AUPE and specifically Local 54. Such donations could include, but not be limited to such things as reusable beverage mugs, reusable water bottles and coolers.

**Properly Moved/Seconded/Carried**

• **Annual YAC Slow-Pitch Tournament**

June 5/6 weekend in Vegreville, Stacey Rooney will organize teams, we have supported this in the past

**MOTION:**

- The Committee recommends that the Local again sponsor the registration fees for 2 teams of Local 54 members and others to participate in the YAC Slow-Pitch Tournament.

**Properly Moved/Seconded/Carried**

**MOTION:**

- The Committee recommends that the Local support the YAC Slow-Pitch tournament with the purchase of reusable water bottles. One per tournament participant – to a maximum cost of \$1000.

**Properly Moved/Seconded/Carried**

• **Annual AUPE Golf Tournament**

August 21<sup>st</sup>, 2010, Sandpiper in St. Albert, we have supported this in the past. We will have council submit their names and we will do a draw, nominate team captains to manage the teams

**MOTION:**

- The Committee recommends that the Local again sponsor the registration fees for 2 teams of Local 54 members and others (maximum of 8 golfers) at the AUPE Golf Tournament.

**Properly Moved/Seconded/Carried**

**MOTION:**

- The Committee recommends that the Local support the AUPE Golf Tournament with the purchase of reusable water bottles. One per tournament participant – to a maximum cost of \$1500.

**Properly Moved/Seconded/Carried**

- **“Support this Cause”** –In an effort to support environmental concerns, the committee would like to follow the example of Local 095 and purchase bib aprons for our members to wear at rallies instead of carrying so many cardboard signs. A “keeper of the bibs” will be needed who would also arrange and monitor sign out sheets for the bibs. Approximate cost \$23 each, approximate total \$1400. Made of 65/35 poly/cotton twill to last long time.

**MOTION:**

- The Committee recommends that the Local purchase fifty (50) bib aprons to read **“Local 54 Supports this Cause”** and be red with black trim, white printing

**Motion tabled until everyone gets to see the picture and information of the bibs.**

**Properly Moved/Seconded/Carried**

**Original MOTION: Properly Moved/Seconded/Carried**

**MOTION:**

Similar to the bibs, this banner would identify that Local 54.

- The Committee recommends that the Local purchase a banner to read **“AUPE Local 54”**

**Properly Moved/Seconded/Carried**

**7.3. Local Anti Privatization Sub Committee**

- Minutes from April 15, 2010 Committee meeting included in package
- More talk from province and AHS about privatization
- Need to fight for to keep our jobs public
- Education to our members via postcards to have pointed message
- 21 day menu across AHS, abolishing positions within our zone
  - Everyone is effected – not just Food Services and Environmental Services
- Rallies in May – Edmonton Area May 18<sup>th</sup>, 2010, other Local’s to choose days within that week and then a big rally to be held at Ed Stelmach’s office sometime in June
- Discussion about data to show members about which positions, how many and where they are located
- Suggestions to:
  - outline job descriptions, required training and duties and get employer to compare with bids from private companies (example given that private companies not able to provide same level of service for same cost)

- point out specific examples to membership so that they can better understand the tactics that the employer uses to privatize, contact out, reduce work force, etc.
- ask questions of management/employer to investigate how things are done
- Educate the Public as well so that we have more support behind us. Tonya stated that we need to have the support of our members
- Need to use Local 54 email to send information about these things so we can investigate
- By April 28<sup>th</sup>, 2010 we need to decide where/when we would like to have our rally. Tonya suggested a smaller site (Stony Plain) as there would be good community support. Noon hour or 3pm-4pm rally to get best media attention. Also, we could look at a school bus to pick up people from an area in Edmonton to bring people out there. Possibilities to pick up from headquarters or Royal Alex. Anti-Priv committee to organize.

A presentation shown that was narrated by Guy Smith about the Save Alberta Hospital Edmonton campaign and the Redevelop Alberta Hospital Edmonton campaign.

- Copies of CD package available
- Rally for Redevelopment campaign Alberta Hospital will be on April 30th
- Need volunteers for phone bank on April 27th 6:30pm-9pm, even if half hour please sign up to come down to headquarters

#### **7.4. Standing Committee Reports**

- We have representation on 7/13 on AUPE standing committees
- Membership Services Committee (Joel)
- Anti-Priv Committee (Nancy) written report included in package
- Committee On Political Action Committee (Lyn)
- Young Activists Committee (Jennifer & Tonya)
- Environmental Committee (Willis)
- Women's Committee (Margaret Gregory) written report included in package. September 9<sup>th</sup>, 2010 will be the Grandparent's Day Picnic to bring awareness for the needs through long term care
- Member Benefits (Chris Sharp)

#### **7.5. Labour School**

- All reports that were received prior to this meeting were provided in package, all those who did not provide a report may forward to April to be included in the package for our next meeting.

#### **7.6. Local Social Committee**

- Initiated at Local AGM in 2009
- Discussion about need to continue with Committee as interest dwindled over the past year with little commitment and lack of response to emails etc.
- We would like to have 5 committed members to be involved (Nancy, Silvia, Terry, Rose, Robyn have agreed to continue with the committee)

#### **7.7. Edmonton Area Council**

- BBQ June 19<sup>th</sup> at BBQ acres from 11am – 3pm (need volunteers)
- Tickets available at headquarters or the downtown office
- WEM tickets will be available for \$18 (for Waterpark or Galaxyland)
- Edmonton RUSH tickets
- Edmonton Capitals Baseball tickets, \$10 includes pop and hot dog
- AGM - May 5<sup>th</sup>, Fat Jack`s at 101 and 107St you can pick up movie passes, WEM tickets, or BBQ tickets there

- Also see Rose Harrish for tickets

**7.8. Health Care Conference 2010**

- June 16<sup>th</sup> to 18<sup>th</sup>, 2010 in Deerfoot Inn Calgary
- Selection process has been done through our Local executive
- There will be a bus from Edmonton to transport members
- Time offs should be coming soon within the next couple weeks
- Organizing Committee had one rep from each Local and decided who the speakers would be

**7.9. Convention (delegate elect)**

- We have 67 delegates, 4 Local Alternates, then Chapter Alternates
- Add Al Anderson to Chapter 6 as they should have 15
- Eveline Collins would then be 4<sup>th</sup> Local Alternate
- Chapter 10 – Kara Rinsky should be Delegate 2 and Robin Boogers should be Alternate 1
- Delegates are for 1 for 100 or portion there-of
- Chapter 6 has no alternates
- Chapter 9 and 11 alternates need to be renumbered
- Document for all delegates to fill out re: details about convention. Please fill out and return to Tonya
- We will have a pre-convention meeting this year, date TBA but will be set as soon as possible
- Rooms for Convention will be more expensive than usual as the event is at the Shaw. Parking costs will not be covered by the local.

**MOTION: To elect the following Local 54 Delegates as ranked.**

**Properly Moved/Seconded/Carried**

Convention Delegates	Ch	Rank	Local Rank	Alternate CH 1	
<b>Chapter 1</b>			<b>2205</b>	Ann Stone	1
Margaret Gregory		1	1	Grace Gorcecaa	2
Sam Wong		2	2	Connie Krawe	3
Andrew Bachand		3	3	Cathie Heard	4
Christine Sharp		4	4	Harvey Schmidt	5
Nancy Rakowski		5	5	Frank Caputo	6
Wayne Pettigrew		6	6	Daniel Campbell	7
Moira Finley		7	7		
Brenda Arbuthnott		8	8		
Rose Harrish		9	9		
Deanna Adams		10	10		
Tonya Malo		11	11		
Grace Mclaughlin		12	12		
Phyllis Patrie		13	13		
Tim Liu		14	14		
Manal Ajaj		15	15		
Lori Grice		16	16		
Tom Domingo		17	17		
Lyn Morrison		18	18		
Thomas Augustine		19	19		
Vincente Yagen		20	20		

Jen O'Neill	21	21		
Sandi Prinse	22	22		
<b>David Thiessen</b>	<b>23</b>		<b>1 Local Alternate</b>	
Margaret Heil	PE			
<b>Chapter 2</b>		<b>369</b>	<b>Alternates Ch 2</b>	
Norine Imeson	1	23	Dianne Neigel	1
Terry Nicholson-Knudson	2	24	Kerry Dyggan	2
Celeste Fleming	3	25		
Sandra Belanger-Silva	4	26	<b>Alternates CH 3</b>	
<b>Chapter 3</b>		<b>128</b>	Elaine	1
Delle Gould	1	27	Linda MacEachern	2
<b>Daniell Adair</b>	<b>2</b>		<b>3rd Local Alternate</b>	
<b>Chapter 4</b>		<b>364</b>	<b>Alternates Ch 4</b>	
Dan Nobis	1	28	Louise Evanson	1
Bev Hoosier	2	29	Mich Beaumier	2
Diane Paige	3	30	Jane Reynolds	3
Melanie Thomspson	4	31	Jennifer Logan	4
<b>Chapter 5</b>		<b>131</b>		
Kathleen Mahoney	1	32		
Eveline Collins	2		<b>4th Local Alternate</b>	
<b>Chapter 6</b>		<b>1539</b>	<b>Alternates Ch 5</b>	
Stacey Duab	1	33	April Godreau	1
Sherry Holtet	2	34	Diane Goerta	2
Al Pelletier	3	35	Rayann Webster	3
Ivan Villaneuva	4	36	Jannie Smiht	4
Fatima Sousa	5	37	Janet McKerry	5
Linda Bruneau	6	38		
Bruce Sekiya	7	39		
Jana Kulusic	8	40		
Tim Buck	9	41		
Judy Adams	10	42		
Cindy Troake	11	43		
Hafiza El Halabi	12	44		
Dean babiuk	13	45		
Tony Gentile	14	46		
Al Anderson	15	47		
<b>Chapter 7</b>		<b>530</b>	<b>Alternates CH 7</b>	
Rob Bates	1	48	Joy Gagnon	1
April Seibel	2	49	Debbie Anderson	2
Joanne Brosseau	3	50	Monica Novotny	3
Donna Fox	4	51	Arylis Yurchyshyn	4
Raina Opoko-otoo	5	52		

Mary Constable	6	53		
<b>Chapter 8</b>		<b>323</b>	<b>Alternate CH 8</b>	
Belinda Ernst	1	54	Wayne p	1
Willy Gardener	2	55	Rae Elson	2
John Osborn	3	56		
<b>Drell Blackburn</b>	<b>4</b>		<b>2nd Local Alternate</b>	
<b>Chapter 9</b>		<b>135</b>	<b>Alternates CH 9</b>	
Willis Pollett	1	57	Brandon Durstling	1
Joel Byron	2	58	Silvia Lutic	2
<b>Chapter 10</b>		<b>154</b>	Debbie Taylor	3
Robin Boogers	1	59	<b>Alternate CH 10</b>	
Michelle Tait	2	60	Janice Pain	1
<b>Chapter 11</b>		<b>268</b>		
Linda MacDonald	1	61	<b>Alternates CH 11</b>	
Stacey Rooney	2	62	Charlene Fraser	1
Barb Tanner	3	63	Nada Rusic	2
<b>Chapter 12</b>		<b>349</b>		
Shauna Nakonschny	1	64		
Lou Dizon	2	65		
Dan Petersen	3	66	<b>Alternates CH 12</b>	
Gab Banaag	4	67	Laureal Baedoin	1
			Kim Rypstra	2
			Brenda Ewins	3
			Vanessa Voldee	4
Total Nominations	71			
Total Delegate Count	67			

## 8. Chapter Reports

- Chapters 1, 2, 4, 5, 6, 7, 8, 9, 11 - Written report included in package
- Chapter 3 – Area Council started for Fort Saskatchewan has joined with the Fort Saskatchewan Corrections Facility
- No reps from Chapter 10 or 12 in attendance

## 9. New/Ongoing Business

- 9.1. Listening Campaign-Chapter 9
  - Holding meetings and doing one to one listening campaigns during the meeting, first meeting May 4<sup>th</sup>, 2010
  - Willis and Joel have both taken Leadership Training with Industrial Areas Foundation
- 9.2. GEA update – Tonya
  - Anniversary AGM May 20<sup>th</sup> and celebrating 5 years
  - In process of re-organization of issues and finances
  - Four different campaigns on right now
  - Tonya will send out more information
- 9.3. Redevelop AHE Campaign – see Anti-Priv
- 9.4. Mobilization campaign
  - April 29, 2010 UAH in Clinical sciences Room 2-115, for all members, 3:30pm, 5:30pm, 7:30pm meeting times that day with same message

- Challenge to all council reps to attend and bring 8 people
- 9.5. Bargaining
- May 13-16 dates set with special mediator David Jones
  - Still outstanding are the areas of salaries, voluntary exit program and classifications
- 9.6. Special Leave Policy Grievance
- Employer is granting the leaves in days instead of hours
  - Grievance was filed, however the employee was a temporary member and not entitled to grieve
  - Not able to file as Policy grievance, but trying expedited the other grievance that was being held in abeyance
  - However, currently regardless of your work shift, you get 7.75 hours for stats and those that work 12 hour shifts would only then get 7.75 hours– should we choose to fight it
  - HSAA – has similar language but agreed with the employer that the interpretation is in days, AUPE GSS did not agree on an interpretation.
  - Interpretation seems to be an issue with every work area
  - You have to file grievances to send a message to the employer
  - The real problem with Special Leave days, is actually getting one approved.
- 9.7. Food Services 21 Day Menu
- 9.8. Rumours – Environmental Services
- 9.9. Mentorship/Chief Stewards
- Mentorship training for stewards took place at the Stewards Training Day, provided by NAIT Instructors.
  - Executive will meet to discuss how mentorship will work within the Local and develop a tangible, track able process to ensure our stewards are properly equipped to carry out their roles in a confident manner.
- 9.10. Workplace Transformation
- AHS reviewing positions and looking at transforming our workplaces
  - Employer looking at an effective way to do things that is the most cost effective
  - Mostly will effect UNA
  - Unions involved with meetings to be informed, but we do not want to be directly involved in the process.
  - Change team finalized to involve front line staff, starting with Medicine Units ( GI) at UAH with representatives from impacted classifications
  - They want to ensure that staff are doing the work that is within their scope
- 9.11. Confidentiality
- Many members making poor decisions about confidentiality and there are members who are being disciplined and terminated for breaches of confidentiality
  - Everything that you do on an AHS computer can be tracked, including internet use, databases, etc. Do not use AHS computers or office equipment for non-work purposes
  - Email for Union purposes: the employer has a policy around this and we are permitted to use
  - Tonya strongly recommended that each Council Representative and Steward revisit the AHS Policy on Confidentiality and Internet/Email

Usage. We all have a responsibility as employees to know these policies.

**Golf names were drawn**

- Delle, Deana, Ivan, Eveline, Willy, Sherry, Fatima, April
- April and Delle nominated and elected as team captains.  
Remaining 5 names will be alternates

**Adjourned at 2:35pm**