

Local 054 Council Meeting Minutes

September 14, 2010

AUPE Headquarters

1. Statement of Equality

- Read by Robin Boogers
- Meeting called to order 9:10am

2. Introductions

- Purse scavenger hunt game, 3 Tim Horton's gift cards as prizes (Joel, Margaret G. and Cherelyn)
- New members introduced
- Trial of less paper for this meeting to utilize LCD projector for previous minutes and Chapter reports instead of photocopying, please let us know how this works/doesn't work for you.

3. Guests (In order of appearance)

- Sandra Azocar, AUPE Vice President
 - Women's Committee – looking for support from all the locals at Convention. Focus on the subject of domestic violence as this can affect everyone and we have had lost members through domestic violence situations. Domestic Violence toolkit that they would like to see on every worksite to help address these issues and have the resources to deal with this to bring some hope and resolution to our members before people get seriously hurt. Each of the Local chairs will get a copy of the toolkit prior to the resolutions going to the floor at convention so that we can view the kit. Last year we raised 20,000 for a Local 49 member who was a victim of domestic violence. Important to help these families (specifically the Heard trust fund) because these things are not usually covered by insurance and the children are left with nothing. Five resolutions that will go to convention to support resources for Domestic Violence
 - Mobilization campaign since January, Sandra assigned to Edmonton since the end of April, summer has been quiet but starting up again. Mobilization is so important to build solidarity and have everyone together behind the issues. Local 54 is a strong active Local and others look to that leadership as an example and we should be proud of that and keep it up!
- Bill Dechant, AUPE Executive Secretary/Treasurer
 - Fielded questions about the PUB store (open M-W-F afternoons)
- Guy Smith, AUPE President
 - Threats of privatization will be taken seriously, Local 54 taken great initiative against privatization
 - Negotiations province-wide next spring and most important round of bargaining ever, Bargaining conference offered to Locals going into negotiations
 - Rally will be held during convention on Thursday October 14th, march/bus from Shaw to Legislature grounds

4. Adoption of Agenda

- Defer #17, Pension from Carl Soderstrom to December 10 Council Meeting
- Move Convention after elections

Properly Moved/Seconded/Carried

5. Adoption of Previous Minutes, January 18, 2010

Properly Moved/Seconded/Carried

6. Correspondence

- Email from Guy Smith was sent explaining GSS within Medical services of Solicitor General are now part of AHS. Anyone who works as a clerk in the medical units in corrections will be in our local. These members at the Remand will go to Chapter 6 and these members at Fort Saskatchewan will go to Chapter 3. Delle and Cindy to reach out to chapter chairs of Local 3 to welcome them into Local 54.
- Addition & Mental Health – 160 members now part of our Local. Most are Chapter 11 and located in offices downtown, but some are in Chapter 7 (mostly in the west end near Woodcroft)
- Mac McNaughton sent email about 4 names that are now in our Local (were OOS)
- Glenn Scott sent us an note with kudos for our donation of Local 54 water bottles that went to participants at the AUPE golf tournament
- Grandparents Day BBQ – our Local had numerous people out there to help
- Labour School – applications were sent out to all Stewards, Council Reps, Executive members
- New education schedule came out – Tonya emailed everyone
- Everything else that came through was sent out via email throughout the summer

7. Officers Reports

7.1. Chair

- As our Local continues to grow, we need to, as a group spend more time out there to get to know our members and hold Chapter meetings regularly – these can be formal or informal meetings. We should be working as a team to help each other out.

Properly Moved/Seconded/Carried

7.2. Vice Chair

- Been assigned Local OHS report and need to gather reports from each Chapter and have only received from 6 chapters. These OHS reps need to be elected positions. If you do not have a rep, it will be the responsibility of the Chapter Chair
- October 5th Mobilizing meeting from 3:00pm to 4:30pm at the Kingsway Legion for Chapter 6 but anyone invited

Properly Moved/Seconded/Carried

7.3. Treasurer

Properly Moved/Seconded/Carried

7.4. Secretary

- Please ensure info up to date on the sign in sheets and the website, please send any changes to April
- Change Union Way to United way on report

Properly Moved/Seconded/Carried

7.5. Provincial Executive

- Mobilize, Mobilize, Mobilize
- Convention sounds exciting and really cool at the new venue this year
- Parkland institute has been given funds to research information and statistics that relate to the 'cost effectiveness' of contracting out. This is mainly for Local 4 however once this is done we will be given a template to use for other workplaces/classifications as well.
- Expense allowances stays the same for meals, childcare went up
- Brenda Thacker's name needs to be revised in report

Properly Moved/Seconded/Carried

8. Finance (Diverse Voices)

- Presented Statement of Operations and Balance Sheet
- Diverse Voices November 14–16th, early registration of \$199 until Oct 29 then up to \$225. Last year we approved all Union Counsellors to go but only Silvia went. This year the focus is about cultural violence
MOTION: To send Local Union counsellors to the Diverse Voices Conference who wish to attend.
 - Friendly amendment to include any Stewards or Union counsellors up to a maximum of 20. With the UC's to be considered first.

Properly Moved/Seconded/Carried

**Add Marjorie Hooker 709–5915 and Cherelyn Stefaniszyn 407–2020/244–4567 to UC list

9. Bargaining Update

- Transitional Agreement limited copies distributed. We will not be printing the new transitional agreement but we have some copies for the worksites or send electronically, not correct on AUPE website (Mike to look in to this) but is correct and available electronically on AHS website
- There are a few groups that still need to be transitioned into this agreement
- Voluntary exit program – LOU #20, completely employer driven letter and they will have some official offer dates. Will only be paid out if there is an elimination or decrease of FTE – this is not a retirement program. They will make the official announcement September 15th. The deadline to submit expression of interest is October 1st. October 18th employers will receive notification of their VEP lump sum information or eligibility. They have until October 25th to confirm or withdraw and February 25th, 2011 the program closes and deadline for employer to approve or deny.
- Ensure that employees who are moving throughout AHS stay on top of HR and their manager to ensure that they retain their sick time, vacation, seniority, etc.
- Changes to the agreement since Transitional bargaining:
 - Article 1, definitions 3. (iii) added
 - Article 11, employee may be charged for copies when there is more than one request in a 12 month period
 - Article 13, travel included for committee meetings
 - Article 17, now seniority is province wide
 - Article 18, displacement will be within a 50 KM radius or employee's site
 - Article 19, all positions need to be posted unless casual positions
 - Article 20, 20.01 (a): remind members that seniority is not the only factor for job competitions

- Article 21, Facilities Management premium for lead hands at sites where there are no lead hand positions
- Article 23, when scheduled start or end time changes with less than 48 hours notice, you will receive overtime for those extra hours
- Article 31, vacation according to seniority but based on operational requirements but now expedited process to grieve
- Sandra pointed out that on the Grievance Review Board one of the main issues that comes through from GSS is members who are denied vacation but then take it anyhow and are terminated on their return
- Issue brought up about members who always get prime vacation times due to seniority – need to deal with through future bargaining
- Question came up about 18 months vacation accrued and managers who are asking staff to use it up – we have the right to accrue up to 18 months as per the collective agreement
- LOU's – some apply to all of us but most apply to specific Locals/groups
- New JOINT committee to be established for EMAC type issues across the province (see LOU #8)
- Also new committee for Benefits (made up from bargaining committee members)
- LOU #13 Distribution of hours – for p/t employees who wish to work additional hours and for that to be fairly distributed
- 9.1. Bargaining Conference
 - Guy discussed this in his address to Council
- 9.2. Training– Arbitration and Mediation Society of Alberta
 - No longer formal training on bargaining through AUPE but recommend that bargaining team take a course through Arbitration and Mediation Society of Alberta

MOTION: For both members of the bargaining team to attend the course
Properly Moved/Seconded/Carried

MOTION: For the first alternate to also attend the course
Properly Moved/Seconded/Carried

10. David Eggen – Friends of MediCare (11:10am)

- Distributed the latest edition of the Guardian newsletter for us and to take back to our membership (put in members hands)
- Important partnership between AUPE & Friends of Medicare
- Sandra Azocar is on the Board of Friends of Medicare
- Proposed Alberta Health Act: We are suspicious of Alberta government on this and they remain interested in expanding the scope of privatization as they seem to want to do away with our current laws/legislation around Health Care in Alberta. They are trying to redefine what Public Health Care is, which seems to mean public funding of health care but private delivery of the health care system. Numerous recent examples of this that show it is more expensive (Health Resource Centre in Calgary) and can go bankrupt.
- Health Act meetings were held – although initially closed door. David attended in Red Deer and notes that no one was impressed and most questioned the validity and purpose of the proposed act.
- Friends of Medicare: need provincial pharma-care program, need to invest in Community Health Services. You only get what you fight for. When we fight, things change.

11. Committee Reports

11.1. Local Anti-Privatization

- Enthusiasm at the rallies but attendance was low (short timelines and need to educate members on importance of privatization)

- Anti-Priv Seminar Sep 21st for Anti-Priv committee members and Local Chairs
 - Monthly brown bag lunches – in conjunction with AUPE education courses
- 11.2. **Local Social Committee**
- See Social Committee report
- 11.3. **AUPE Standing Committee Reports**
- Anti-Priv: meeting regularly, trying to get all Locals to have a Local Anti-Priv Committee, summary goes to all Local Chairs after every meeting that includes educational article, “Anti-Priv committee Supports this Cause” aprons, more TV ads and bus bench ads in conjunction with AUPE campaign but more specific to privatizations, attended Grandparents Day, 3 resolutions to convention (want AUPE to utilize stats for anti-priv), working on postcard campaign for membership not to give up the fight against anti-priv, committee will provide support for groups on this issue, better information sharing on rallies and events around anti-priv, Local 54 email address www.updatelocal54@gmail.com to report rumours of or privatized services/contracting out
 - Women’s Committee: See Women’s Committee report
 - Membership Services: Only accepting offers from businesses who will give at least 15% off, survey that went out – MSO’s need to be able to have a response and share back with us, Steward Recognition – struggle with how to recognize stewards that is meaningful, Provincial Union Boutique (PUB) – looking at how to do things differently – difficult to please everyone
 - Youth Activist: YAC conference for September 2011, baseball tournament cancelled due to lack of interest, pancake breakfast for YESS
- 11.4. **Edmonton Area Council**
- First meeting last week, every 1st Wednesday of the month 5:30pm
 - BBQ in 2010 went well, Children’s Christmas Party to be held in 2011, ordered more movie passes (Empire \$7, Cineplex \$9) and WEM passes(\$18) and will be available next meeting (October 6th), if you want to buy a group of them please let them know ahead of time
 - Edmonton Area Council website – Link on Local 54 website
- 11.5. **Health Sector Conference**
- Held in Calgary in June, this year’s theme was Changes in the Workplace
 - Committee reviewed conference evaluations, ½ and ½ responses positive/negative
 - Fun activities, hypnotist, but in the future the Locals should be able to have more input for different ideas

12. Chapter Reports

- Please see attached reports
- Chapter 10 – nothing to report
- Chapter 12 – Laurel resigned from Secretary position (still remains as Treasurer), Randy resigned from Vice-Chair, Shauna is acting-Secretary, actively seeking more union stewards

13. Mike Rennich –Investigations Prep, Medical Leaves and Union participation

- Usually short prep time prior to an investigation
- Meet with member 15–20 minutes early, they will have scripted questions, you have to be honest, if you lie you will make it much worse – reduces trust, can be terminated for that

lack of trust (more arbitrations coming because of this), you (member or steward) have the right to ask questions, also have the right to ask for a moment to speak to member privately, can ask for them to slow down, if it starts to get heated/argument – stop the meeting and reschedule, you are there to protect the member, you have the right to get them to move on from the question if they keep asking it

- EMAC meeting with AHS to request investigation questions prior to meetings to speed up the process
- If you want to participate in union business but are on disability – it is in your best interest to have the permission of the organizations (Sun Life, WCB, etc.)

14. Workplace Transformation Update

- Nancy covered this in Chapter 1 report – now called Clinical Practice

15. Proposed Local Summer BBQ – Fort Edmonton Park – Chapter 1 Proposal

- Book the whole park for June 2011 for whole Local
- For 1000 guests, \$17/guest – offset the cost and sell tickets for \$8/person
- Figure our Chapter to Local cost for December meeting

MOTION: That we combine all of the chapter BBQ's into one BBQ for June 2011 at Fort Edmonton Park, to be held on a Saturday if feasible

Properly Moved/Seconded/Carried

16. Heard Trust Fund – Fundraiser

- Silent Auction September 18th
- Anyone who would like to donate can do so here

MOTION: That Council purchase tickets in support of the fundraiser and give them away in a draw at this meeting

- **Friendly amendment to 20 tickets (and will be drawn as pairs)**

Properly Moved/Seconded/Carried

Winners were Nancy, Cherelyn, Sandi Belanger, Deana, James, Lori, Bev, Joel, Celeste, Cindy

17. Stewards Meeting – none in October or December

- November 10th next Steward Meeting and Chapter 5 to present, Chapter 6 on standby. We agreed that each chapter will take turns to present on an issue that relates to their chapter.

18. Website Updates

- Please send April updates to April by September 24th
- Please send any interesting stories, ideas or information to April

19. Mentorship Training – Steward Recognition

- Anyone who wishes to be mentored, please approach a Level 3 Steward.
- Stewards can help in any chapter, any Local and be mentored as same

20. Steward Training and Recognition Day – April 2011

- Inter-personal relationships, bullying and harassment – full day of training

- We will combine appreciation and training day (Lily Lake, Birch Bay Ranch, etc.) (to include an evening of accommodation)

21. Alberta Hospital Edmonton – update

- Belinda covered in chapter 8 report

22. Greater Edmonton Alliance – Leadership Development

- Tabled to next meeting

23. Policy Grievance – Dues Report (Chapter Structure)

- We were trying to get accurate information from the employer because the records they provide are based on cost centre and not work site. Tonya has worked with AUPE records to have people in the correct chapter
- Labs – preceptor pay, still ongoing and no dates until May 2011

24. Election of 2011 Team & Local Bargaining Committee

- We have not yet officially been told how we will have allocated bargaining team members. According to the constitution, each Local would get 1 member for the team. Health Care Locals wrote a letter to have 2 people, still waiting to hear back from AUPE.
- We will elect a bargaining team of two people, plus an alternate and all will be ranked
- We will also elect a Local bargaining committee assist in bargaining surveys, communication, to help update people, attend membership meetings, etc. They will meet after each round of bargaining to share what went on or as required.

MOTION: That we create a bargaining committee of 5 people to work with our elected bargaining team

Properly Moved/Seconded/Carried

Nominations for bargaining team:

- | | |
|-----------------------------|-------------------------------|
| • Tonya Malo – elected | • Margaret Gregory – declined |
| • Joel Byron – declined | • Willis Pollett – elected |
| • Cindy Troake | |
| • Nancy Rakowski – declined | |

Bargaining team is Tonya and Willis in ranked order

Nominations for bargaining committee:

- | | |
|-------------------------------------|--|
| • Cindy Troake chapter 6 – elected | • Deana Adams chapter 1 |
| • Margaret Gregory chapter 1 | • Silvia Lusic chapter 9 |
| • Joel Byron chapter 9– elected | • Brent Goertzen chapter 2– ineligible |
| • Nancy Rakowski chapter 1– elected | • Rose Harrish chapter 1 |
| • Stacey Rooney chapter 11 | • Bev Hoosier chapter 4 – declined |
| • Melanie Thompson chapter 4 | • April Seibel chapter 7 – elected |
| • Delle Gould chapter 3 – elected | |

- Needed to have a re-election as there was a 3-way tie between Nancy, Melanie and Joel

Bargaining Committee is Cindy, April, Delle, Nancy and Joel in ranked order

MOTION to destroy the ballots

Properly Moved/Seconded/Carried

25. Convention

- Have yet to go through all alternates
- AUPE nor Local 54 will not be paying for parking expenses

MOTION: AUPE Local 54 to purchase hockey jersey's in Blue for convention delegates / observers

Properly Moved/Seconded/Carried

26.Labour School Applications

- Please forward brief explanation as to why you would like to attend Labour School, applications in to Chapter Chair by October 6, to Local Chair by October 15

27.Health Care Conference Reports – feedback

- No written reports received

28.Council Meeting – December 10

- Time off sheet went around for the meeting

29.Additions:

- Next meeting – Jana & Deanna volunteered to come early, bring cream for coffee and make the coffee for every council meeting
- Chapter chair/executive meeting September 27th
- April shared story of one of our chapter 7 members, Arlie Melnyk, who works out of East Edmonton Health Centre. She lost her son and daughter-in-law in a tragic crash on August 20, their (at the time) 7 week old daughter Ysa, survived, safe in her car seat.

MOTION: To donate \$500 to the Michael Melnyk fund.

Properly Moved/Seconded/Carried

MOTION: to adjourn at 4:10pm.

Properly Moved/Seconded/Carried