

Local 349 General Membership Meeting
Full-time support staff (including Appendix D and G)
Dec. 19, 2016
Barrie Campus

1. CALL TO ORDER

Call to order was made at 11:55 a.m. by Craig MacKenzie, President. Quorum was in order.

2. STATEMENT OF RESPECT

The Statement of Respect was read by Elaine Murray.

3. ADOPTION OF AGENDA

Motion was made to adopt the agenda. Motion passed. (1. Pat Stupka 2. Andrea Murray).

4. ADOPTION OF PAST MINUTES

Motion was made to adopt the past minutes. Motion passed. (1. Pat Stupka 2. Christine Redfern).

5. REPORTS OF OFFICERS

A) PRESIDENT'S REPORT

Craig spoke on a number of topics including:

- Dealing with challenging work situations – it is always important to do the work your manager schedules for you but it is not unreasonable to ask what the priorities are as everything cannot be a priority. It is also important to ensure your job description accurately reflects any new duties and that changes are made in a timely manner with your manager. If they are extreme workload issues, members are encouraged to meet with a steward or member of the executive for help. The executive is also making this a topic of conversation at the Support Staff College Union monthly meetings.
- Full-time members applying for jobs (how 17.1 applies) – when full-time staff apply for posted positions the hiring committee should be looking at education, experience and qualifications.
- Contracting out – there has been an issue with some partial contracting out of full-time staff duties. The executive is speaking to HR for clarity on this issue.
- College budget – the executive has been meeting with senior leaders and the president with regards to the financial challenges they say the college is experiencing. The local's stance is that the problem is more of an enforcement, accountability and responsibility issue with respect to department budgets and planning. From a support staff perspective, it seems the college cuts part-time support positions, looks at contracting out full-time support rather than dealing with issues in the academic areas around meeting contribution margins.

B) EXECUTIVE COMPENSATION PLAN

Craig reminded staff to respond to the survey regarding the executive compensation plan. Comments need to be submitted by Jan. 14, 2017. It is very important that staff voice concerns they have regarding how the government should compensate executive salaries. If staff aren't comfortable forwarding comments, please send them to local349@georgiancollege.ca and we will forward from us. We, as a local, are planning a response to the campaign as well. We have also asked OPSEU head office to respond. Here is the link to the survey: <http://www.georgiancollege.ca/about-georgian/president/board-of-governors-tab/>

C) TREASURER'S REPORT

Current budget

Our operating expenses for the 2016 year are in line with the budget that was approved by all members in January. We will propose a new budget for the coming year at our next GMM in January, 2017. Date to be announced.

Strike Fund

We have accumulated a total of about \$140,000 in a little over four years that is currently in an investment fund, maturing in October 2017, at \$145,300. In the event we were in a strike position in September 2018 it is expected that this money will only provide approximately \$150 per week, to each member, for a three-week period. It would then be depleted. Members are currently paying a total of \$78 a year to the fund.

6. ELECTION OF OPSEU CONVENTION OF DELEGATES AND ALTERNATES – April 6, 7, 8

The following people were nominated to attend the OPSEU convention in April:

Delegates – Craig MacKenzie, Andrea Murray, Kristen Borland

Alternates – Cathy Torella, Linda Taylor-Eddington

7. HEALTH AND SAFETY REPORT

Any health and safety questions should be addressed with your health and safety representative.

8. ADDITIONAL BUSINESS

- a. Part-time campaign update: The campaign has passed the latest challenge by the colleges in that the date of the vote was considered valid. Now someone is looking at the list of voters to ensure the 35 per cent target was reached and that all voter names are valid.
- b. Privatization campaign: There was a short report on the privatization campaign being planned by OPSEU. Members are encouraged to visit www.opseu.org to learn more about the campaign.

9. ADJOURNMENT

A motion to adjourn the meeting at 1 p.m. was made. Motion passed. (1. Bette McCracken 2. Mary Jagert).