

**Local 349 General Membership Meeting
Full-time support staff (including Appendix D and G)
February 26, 2015
Barrie Campus (six campus locations videoconferenced in; three members on polycom)**

1. CALL TO ORDER

Call to order was made at 12:20 p.m. by Craig MacKenzie, President. Quorum was in order.

2. STATEMENT OF RESPECT

The OPSEU Statement of Respect video was played.

3. ADOPTION OF AGENDA

Motion was made to adopt the agenda. Motion passed. (1. Cathy Torella 2. Andrea Murray).

4. ADOPTION OF MINUTES

Motion to adopt the minutes of November 25, 2014. Motion passed (1. Pat Stupka 2. Andrea Murray).

5. REPORTS OF OFFICERS

a. PRESIDENT'S REPORT

Craig thanked everyone for attending and stressed the importance of having a strong and engaged local to deal with management effectively. He encouraged everyone to keep in touch with their stewards.

Craig, along with a few other stewards will be attending the CAAT Divisional meeting in March. There will be a detailed discussion on organizing part-time support staff. Craig and others will also be attending OPSEU Region 3 meeting in April. One of our members has applied to attend the upcoming Francophone conference. We will continue to let members know about these various conference opportunities and encourage people to attend.

b. TREASURER'S REPORT

Marina presented the proposed budget. A motion was put forward to accept the budget. Motion passed (1. Cathy Torella 2. Peter Nedeljkovich). After the budget was passed, it was noted there was a math error. A second motion was put forward to accept the budget as amended. Motion passed (1. Pat Stupka 2. Audrey Taylor).

6. MEETINGS WITH HR

Craig stressed the importance of having union representation at any meetings with HR and/or any investigator officer from Roman Calvona's office. In some cases, these may be simple meetings, but it's best to have protection just in case. They may ask to record the meeting. In this case, don't agree unless you can get a copy of the tape. We are working with HR to modify the waiver they have in place for members to sign in the event the meeting is recorded.

7. PROFESSIONAL DEVELOPMENT

Elaine led a discussion on professional development with the members and inquired about any current issues. While there are funds to upgrade education, there is a lack of professional development opportunities for support staff to gain management/leadership type training. It was suggested that we request they bring back the Aspiring Leaders program as well as address other ways how support staff can gain other necessary training. There was some concern about managers not approving certification training (ie. Physical Resources). Elaine stressed the importance of members being willing to bring issues forward to HR. It is difficult to resolve issues if no one is willing to provide real life examples. She also encouraged members to take the Conflict Resolution/Having Difficult Conversations training as these workshops can provide effective tools in communicating with managers. It was also suggested that Appendix D members should have more rights, especially with respect to applying for full-time positions.

8. HEALTH AND SAFETY

Craig encouraged members to inform their manager of any unsafe working conditions. If their request isn't responded to in a timely manner, members can speak to anyone on the Joint Health and Safety Committee. A full list of members can be found at:

<http://my.georgiancollege.ca/HealthAndSafety/Pages/joint-Health-and-Safety-Committees.aspx>

9. ADJOURNMENT

A motion was passed to adjourn the meeting at 1:15 p.m. Motion passed (1. Nick O'Connell 2. Donna Michelin).

LOCAL 349 OPERATING BUDGET 2015

OPERATING REVENUE 2015

Regular rebates from OPSEU	\$28,000
Association fees (\$1,500) rebate – 90% from OPSEU	1,350
Reimbursement for travel/training expenses paid to Exec members from OPSEU (local paid up front, OPSEU pay back)	13,500
Net Operating Revenue	\$44,350

MEMBER ACTIVITIES 2015

GMM / LEC meetings	\$1,500
Local 349 socials	1,500
Communication expense	2,500
Association fees/Membership Renewal	1,500
OPSEU website	250
Educational / Convention activities/Travel	15,000
Community Relations / Sponsorship/Donations	3,490
Emergency Fund	3,000
Retiree memberships	100
Total Member Activities	\$28,840

DEPARTMENTAL COSTS 2015

Office supplies	\$1,300
Bank charges	200
Union purchased time 25% (local's cost for union hours for Exec members)	14,000
Total departmental costs	\$15,500
Total expenses	\$44,340

Net operating surplus (Deficit)	\$10
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