

**Local 349 General Membership Meeting**  
**Full-time support staff (including Appendix D and G)**  
**Thursday, Dec. 15, 5 p.m.**  
**K318, Barrie Campus**

1. CALL TO ORDER

Call to order was made at 5 p.m. by Nick O'Connell, President.

2. STATEMENT OF RESPECT

The Statement of Respect was read by Nick O'Connell.

3. ADOPTION OF AGENDA

Mary Jagert requested that the Strike Fund By-law Motion be moved up in the agenda to allow for more discussion. This motion was passed.

4. ADOPTION OF MINUTES

The minutes of the Nov. 2, 2011 meeting were passed (1. Bette McCracken, 2. Cheryl Lawson).

5. UNFINISHED BUSINESS

a. Strike Fund By-law Motion (1. Cathy Torella, 2. Scott Gillanders)

There was a healthy debate between the members with regard to Strike Fund By-law motion asking to increase the biweekly Support Local Dues from \$1 per biweekly pay period to \$4.50 per biweekly pay period starting January 1, 2012. Mary Jagert put forth an amendment to the motion recognizing the need for an increase to the strike fund but increasing the biweekly Support Local Dues from \$1 per biweekly pay period to \$2 per biweekly pay period (1. Mary Jagert, 2. Amanda Duncan). The motion did not pass.

A ballot vote took place on the original motion – 27 in favour of the motion, 25 against. The motion failed (there wasn't two-thirds consensus from the members in attendance; in person and via LiveMeeting).

6. COMMITTEE REPORTS

- a. Website launch. Nick showcased the new Local 349 externally-hosted website, [www.local349georgian.com](http://www.local349georgian.com). Everyone is encouraged to visit the website. Feedback and suggestions for additional content on the website are welcomed and appreciated. They can be forwarded to Mark Hall or Elaine Murray.

7. ELECTION OF TRUSTEES

The following people were nominated and acclaimed as trustees for a two-year term:

- Lorraine St. Denis (nominated by Susan Cornell)
- Norma Moat (nominated by Kindy Dane)
- Susan Cornell (nominated by Karen Miron)

The following were nominated and acclaimed as alternate trustees for a two-year term:

- Kathryn Peet (nominated by Amanda Duncan)
- Eric Frohmann (nominated by Heather Raiku)

8. ADJOURNMENT

Motion for adjournment was made at 6 p.m. and passed (1. Heather Raiku, 2. Mary Whittaker).

## Local Meeting Motion Form

Date: December 15, 2011

Motion Submitted by: Cathy Torella

Motion Seconded by: Scott Gillanders

Whereas:

The Local 349 Strike Fund has been depleted to approximately \$40,000 from the 2011 strike, and the fund needs to be rebuilt sufficiently to support members during a next possible strike as early as 2014.

Therefore be it resolved that:

Local 349 instructs Payroll to increase the biweekly Support Local Dues from \$1 per biweekly pay period to \$4.50 per biweekly pay period starting January 1, 2012. All monies collected for this fund will be deposited to a secure bank account which will earn interest, and be used only for payments to members in good standing with the union who are actively performing strike duties during a work stoppage. Statements of fund balances will be distributed to members at each Annual General Meeting.

Rationale:

A healthy Local 349 Strike Fund will better be able to serve financially those members who actively perform strike duties during a work stoppage.

Number of votes for motion:

Number of votes against motion:

Motion Carried – YES or NO:

Signature(s):

Date:

Please submit the completed Local Meeting Motion Form to the Local 349 Secretary at the meeting to ensure the motion is recorded accurately.

## New OPSEU Local 349 Strike Fund Rationale

1. A local strike fund, with a bylaw supporting it that is transparent and clearly states the purpose, collection and payout structure supports the Local 349 Strategic Plan.
2. A Local Strike Fund is a positive benefit to its members going into negotiations. It shows a stronger ability to take strike action if necessary because there is financial back up for its members.
3. A change is needed to the current model, as the fund had insufficient funds to support those who were involved in strike activities. Nor was there a clear direction on how the funds were to be used. This local clearly needs to support its members financially as best it can so they will support strike efforts longer and won't feel pressure to find work elsewhere or become strike breakers.
4. A change to the name from Strike / Emergency Fund / Hardship Fund / Dollar Fund to "**Local 349 Strike Fund**" was identified as a way to clarify the intent of, and the use of, the money that was being collected. A need for transparency in this fund is crucial. These are members' contributions and members have a right to know how money is being spent.
5. OPSEU has a '**Hardship Fund**' to help those with personal financial emergencies. The Treasurer of Local 349 will help members (if requested) to follow the process outlined by OPSEU. This fund is available at any time, not just during strike periods.
6. As part of an overall educational program, it is identified that members must be responsible for their own financial wellbeing at all times, but in particular in the months leading up to a strike period. The Local will endeavor to create a better understanding of ways that members can prepare for any work stoppage that may occur. Clearer educational aids will be delivered to members as reminders in the months heading into the possible strike period to help them prepare.
7. As members of Local 349, we are not in full control of whether or not there is a work stoppage. There are 23 other Colleges involved and we may not all have the same priorities. Other Locals in our bargaining unit do have healthy strike funds, which allow them to strike longer financially supported. These other locals may have different bargaining priorities than we do, but we must be prepared and willing to strike for all collectively, and we need to be able to support our own members in doing so.
8. To ensure the Strike Fund is healthy for the next possible strike, the new contribution rate for the Local 349 Strike Fund shall be established at **\$4.50** per pay period starting on **January 1, 2012**, which is an increase from **\$1.00** per pay period. The new rate is the same as the Academic Local 350 Dues.

## **OPSEU Local 349 Strike Fund FAQ**

### **1. Why does our local need its own strike fund?**

There is currently a strike benefit from OPSEU, but it is not enough. A Local 349 Strike Fund will provide maximum leverage at the bargaining table, which will enable your union to achieve the strongest possible contracts for our members. Having a strike fund sends a message to the Employer that your union is ready to take on a strike should it be necessary.

Many employers are using the current economic downturn as an excuse to take advantage of their employees. A strike fund would add support to your Local Union in its efforts to protect and expand your wages, benefits and rights as Union Members.

### **2. Does having a strike fund mean that I will be more likely to go on strike?**

No. We believe that having a strike fund will provide additional leverage to achieve better contracts while actually decreasing the likelihood of a strike. Members will be in a better position to support the threat of a strike knowing they have this benefit available to them. A strike fund will act as a deterrent if the Employer is considering trying to cut your wages and benefits at the bargaining table. The Employer will think twice before it pushes your Union to the brink of a labour dispute because it will know that you and your co-workers have a financial resources available to you should you elect to go on strike.

### **3. How much will the strike fund cost? How will the strike fund be established?**

We believe that to be prepared for bargaining in 2014, we will need \$150,000 in a strike fund. To reach this goal, the Local Due of \$1 per pay (biweekly) will need to increase to \$4.50 per pay (biweekly) starting January 1, 2012.

Currently, there is a reserve fund left from the 2011 strike of approximately \$40,000, and this will become the starting balance for this account. This is included in the \$150,000 total.

### **4. What will be the benefit of the fund? Whom will it benefit?**

In the event of a strike, the Strike Fund will be utilized exclusively for strike benefits for members. To receive strike benefits, you must be in good standing with your Local Union, and have been employed by the Employer at the time of the strike action, not working elsewhere during the strike, and actively performing strike duties during the work stoppage.

All members of OPSEU Local 349 will benefit from having a strike fund. Stronger contracts throughout your Union will have the ongoing effect of building Union power and leverage at the bargaining table and in organizing campaigns.

The weekly strike benefits from the Strike Fund will be paid in addition to the strike benefits provided by OPSEU.

Example of Weekly Benefits payable based on 2011 rates (week 1 to 3):

Estimate of weekly benefit payable from OPSEU	\$150
Add 2 dependents (\$24 +\$24)	<u>\$48</u>
Total Estimate payable from OPSEU	\$198

Estimate of weekly benefit payable from Local 349	<u>\$140</u> *
Total weekly benefit	<b>\$338</b>

\* Calculation is as follows:

Based on current 364 members, \$4.50 per pay, 26 pays per year.

Estimated Current balance in Local Due account	\$40,000	
Dues received for 2012 – 26 pays	\$42,588	
Dues received for 2013 – 26 pays	\$42,588	
Dues received to August 31, 2014 – 17 pays	<u>\$27,846</u>	
Total in fund August 31, 2014	\$153,022	(not including interest earned on account)

For payout purposes, estimate 3 week long strike with 364 members participating.

\$153,022 / 364 members / 3 weekly payments                      \$140 per week

Example of Weekly Benefits payable based on 2011 rates (week 4 and beyond)

Estimate of weekly benefit payable from OPSEU	\$240
Add two dependents (\$24 +\$24)	<u>\$48</u>
Total Estimate payable from OPSEU	\$288
Estimate of weekly benefit payable from Local 349	<u>\$0**</u>
Total weekly benefit	<b>\$288</b>

\*\* Local 349 Strike Fund would be depleted at this point, and Local 349 would be seeking support from other Unions. This is commonly done during these times, and any funds borrowed would be repaid over time.

**5. What if there is no strike in 2014, what happens to Strike Fund?**

If there is no work stoppage in 2014, the current \$4.50 per pay will remain, as we will then be looking at the 2017 bargaining period. The goal at this time is to have \$300,000 in reserve, again putting Local 349 in an even better position to be able to support its members during any work stoppage that may occur. If no work stoppage occurs in 2017, then a review will be done and local dues of \$4.50 per pay could be adjusted to reflect the then current realities.

Calculation is as follows:

Based on current 364 members, \$4.50 per pay, 26 pays per year.

Estimated Current balance in Local Due account	\$40,000	
Dues received for 2012 – 26 pays	42,588	
Dues received for 2013 – 26 pays	42,588	
Dues received for 2014 – 26 pays	42,588	
Dues received for 2015 – 26 pays	42,588	
Dues received for 2016 – 26 pays	42,588	
Dues received to August 31, 2017 – 17 pays	27,846	
Total in fund August 31, 2017	<u>\$280,786</u>	(not including interest earned on account)

## **29.6 Trustees**

**29.6.1** Every Local shall elect an audit committee composed of at least two members to be known as Trustees. The Trustees shall be elected at a general membership meeting from among the members and may not hold any other office in any Local. They shall hold office for a two-year term, but at the first election in a Local the terms may be varied to provide subsequently for overlapping terms.

**29.6.2** The Trustees shall examine all books, records, and properties of their Local, including any Unit thereof, at least twice each year. All Officers of the Local are required to make available all necessary documents to the Trustees on reasonable notice. The Trustees shall file an audit report, in a form specified by Headquarters, to Headquarters at least once in every six months and shall also make a full report to the first general membership meeting following each audit.