

**Local 349 General Membership Meeting**  
**Full-time support staff (including Appendix D and G)**  
**January 23, 2013, 5 p.m.**  
**K229B, Barrie Campus**

1. CALL TO ORDER

Call to order was made at 5:10 p.m. by Craig MacKenzie, Vice President. Quorum was in order.

2. STATEMENT OF RESPECT

The Statement of Respect was read by Elaine Murray.

3. ADOPTION OF AGENDA

One amendment was made to the agenda to move job descriptions under the President's Report to allow for a question period at the of the meeting. The agenda was adopted as amended. (1. Andrea Murray 2. Ian Anderson).

4. ADOPTION OF MINUTES

The minutes of the May 2, 2012 meeting were adopted as presented (1. Cathy Torella 2. Pat Stupka).

5. BUSINESS ARISING

a. PROPOSED LOCAL BY-LAWS

Elaine read the motion to accept the local by-laws as presented to the membership prior to the GMM (1. Elaine Murray 2. Nick O'Connell); Craig called for discussion. Tony Podziemski presented an amendment to the motion which amended wording in section 6 of the by-laws (1. Tony Podziemski 2. Pat Stupka). A brief discussion around the definition of "member in good standing" occurred. A vote to accept the motion to amend the original motion took place and was passed (19 yes, 1 abstention). A vote to pass the by-law motion was subsequently passed. Both motions are attached to these minutes (19 yes, 1 abstention). The by-laws will be forwarded to OPSEU for accreditation.

**ACTION: Forward by-laws to OPSEU – Elaine**

6. REPORTS OF OFFICERS

a. PRESIDENT'S REPORT

Nick reported that the local has been busy in a variety of ways: participating on selection committees for the new VPs, training, attending rallies, supporting picketing teachers, Barrie Labour Council meetings, and various other college committees. The local helped a fellow striking local through a financial donation. This type of support is important as other locals supported us during the strike. He expressed some concern regarding the next round of bargaining. As other public sector contracts are being settled in the province, in addition to zero increases in wages, there are also more take-aways. He added that these wage freezes will also affect OPSEU as their budget is determined by ours. As a result, we may need to become more self-reliant from them as their resources may be strained. Nick also reported the buzz around the college is "change" but how will change look, and how will it impact full-time staff? If change

results in more, or different work, staff need to be mindful about ensuring their job descriptions match their new duties.

#### TREASURER'S REPORT

Cathy presented the proposed budget (which is included at the end of these minutes). A motion was put forward to accept the budget as presented (1. Cathy Torella 2. Pat Stupka) and the motion was passed.

#### b. CHIEF STEWARD

Pat elaborated on training that the officers and stewards have been undertaking this year. OPSEU courses have included Steward 1 and 2, Attendance Management, Health and Safety, Local Treasurer/Trustee course, Bullying in the Workplace and more. There are several stewards and officers attending training Feb 2 and 3 as well as two officers attending a week-long training session in Port Elgin through the Canada Labour Council. OPSEU reimburses the local for 90 per cent of the training costs. Nick added this training is invaluable and helps the local become more independent to deal with issues.

### 7. COMMITTEE REPORTS

#### a. HEALTH AND SAFETY

Ian Anderson reported that for the first time, inspections for all the buildings have been completed this year. Ian has attended the college health and safety training. He stressed that health and safety is everyone's concern; if members have questions they should contact him or Craig, Kevin Moriarty or Doug Shirriff. If they see a health violation in their area, they should report it to their manager. If anyone sees a health and safety issue outside their area, it should be reported to Physical Resources.

#### b. COMMUNICATIONS

Elaine Murray reported that there will be newsletter going out to the members starting this year. It will follow a similar format to Staff News.

#### c. BOARD OF GOVERNORS

Amanda Duncan reported that she joined the Board in September and it's been an exciting process viewing college processes at this higher level. The Board is expecting a lot of changes for the college over the next 18 months.

#### d. DIVERSITY, ACCESSIBILITY AND INCLUSION ADVISORY COMMITTEE

Mary Whittaker attended the first meeting of this new committee in January. they will be meeting four times a year. The committee will be focusing on a variety of issues including equity, access opportunities for everyone, diversity across all groups, identifying barriers as well as much more. Members are welcome to send feedback to Mary.

### 8. NEW BUSINESS

#### a. CONVENTION

The OPSEU convention takes place April 25 to 27 in Toronto. The local can send three delegates and three alternates. A motion was made (1. Cathy Torella 2. Andrea Murray)

to send the local officers interested in attending (no one expressed interest from the floor). The motion passed.

b. OPSEU MOTION

The CAAT division of OPSEU would like support from the various locals on a motion they will be presenting at convention. Basically, the motion asks that OPSEU keep the divisionals updated on changes to any of the local executive. A motion was made to support this motion (1. Nick O'Connell 2. Tony Podziemski); this motion was passed unanimously.

c. STRATEGIC MANAGEMENT AGREEMENT

The college has presented a Strategic Management Agreement to the government. For those who have not read the SMA, it consists of three main priorities:

1. Extraordinary teaching and learning through entrepreneurship education, experiential opportunities and technology-enabled delivery.
2. Student access, mobility and choice through expanded pathways and innovative partnerships.
3. Institutional sustainability by modeling entrepreneurship and innovation through a process of organizational renewal.

There will be many meetings and focus groups around how to implement these three priorities. Nick said, as a local, our mandate will be to assist and support any members impacted negatively as a result of changes due to the SMA. Again, professional development and training need to be stressed for full-time members to maintain currency in their jobs as well as with upgrading with new skills. Amanda noted that Georgian is one of the lowest funded colleges in the system for support staff professional development. Elaine added that professional development should be something the local puts forward as a bargaining need.

9. ADJOURNMENT

Motion for adjournment was made at 6:35 p.m. and passed (1. Andrea Murray 2. Nick O'Connell).

## Local 349 Support Staff – Proposed Operating Budget 2013

<u>Operating Revenue</u>	<u>2012</u>
Regular Rebates from OPSEU	\$26,000.00
Association Fees Rebate – 90% from OPSEU (fee listed below of 1,400)	1,260.00
<b>Union Purchased Time Rebate – 80% from OPSEU</b> (this is 80% of the 11,000 listed below in Dept costs)	<b>9,000.00</b>
Reimbursement for travel/training expenses paid to LEC Members from OPSEU (local paid up front, OPSEU reimbursed)	<u>8,000.00</u>
<b>Net Operating Revenue</b>	<b>\$44,260.00</b>

### Member Activities

GMM / LEC Meetings	\$1,500.00
Local 349 Socials	3,000.00
Association Fees	1,400.00
OPSEU Website	250.00
Educational Training/ Conventions Activities	12,000.00
Community Relations / Sponsorships	1,000.00
Donations	1,000.00
Retiree Memberships	<u>100.00</u>
<b>Total Member Activities</b>	<b>\$20,250.00</b>

### Departmental Costs

Travel (for meetings)	\$1,000.00
Office Supplies	1,500.00

Bank Charges	500.00
Union Purchased Time 100%	11,000.00
Union Purchased Time 25%	<u>10,000.00</u>
(Local's cost for union hours for Exec members)	
<b>Total Departmental Costs</b>	<b><u>\$23,250.00</u></b>
<b>Total Expenses</b>	<b>\$44,250.00</b>
<b>Net Operating Surplus (Deficit)</b>	<b>\$ 10.00</b>