

Local 349 General Membership Meeting
Full-time support staff (including Appendix D and G)
January 29, 2014
Barrie Campus

Guest: Denise Near, OPSEU Region 3

1. CALL TO ORDER

Call to order was made at 5:10 p.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 forego the reports of officers (with the exception of the budget presentation) and committees to allow sufficient time for demand-set; the reports will be posted on the local website. Motion passed. (1. Cathy Torella 2. Sterling Ivany).

A motion was made to email the membership for interest in attending the Final Demand Set Conference as a delegate. If there is interest from more than three members, another General Membership Meeting will be called for an election to determine the members going to the conference. Motion passed. (1. Elaine Murray 2. Pat Stupka).

A motion was made to maintain a two-minute discussion limit on each demand-set with the caveat that members could motion to add time if necessary. Motion passed. (1. Mary Jagert 2. Sterling Ivany).

A motion was passed to accept the agenda as amended. Motion passed (1. Mary Jagert 2. Andrea Murray).

4. ADOPTION OF MINUTES

Motion to adopt the minutes of the December 2, 2013. Motion passed (1. Pat Stupka 2. Cathy Torella).

5. REPORTS OF OFFICERS

a. TREASURER'S REPORT

Cathy presented the budget for approval from the membership (see budget following minutes). A motion was made to accept the budget as presented. Motion passed. (1. Sterling Ivany 2. Nick O'Connell).

6. DEMAND SET DISCUSSION

Craig MacKenzie explained that the demand-set items the membership voted to approve would be sent to the pre-bargaining committee, along with the demand-set items from the other 23 colleges. These items would be used to create the demand-set survey which will be sent out to the membership in February. Members will be given the opportunity to rank the items for importance at that time.

Craig went through each item that was sent in via email. The membership discussed and voted on each item. The results are attached with the minutes.

7. CHIEF STEWARD ELECTION

There were no nominations received in writing or from the floor so no election was held.

8. ADJOURNMENT

Motion was made to adjourn the meeting at 6:50 p.m. Motion passed. (1. Nick O'Connell 2. Pat Stupka).

LOCAL 349 OPERATING BUDGET 2014

Operating Revenue	2014
Regular rebates from OPSEU	26,000
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)	<u>13,500</u>
Net Operating Revenue	\$40,850
Member Activities	2014
GMM / LEC meetings	1,500
Local 349 socials	1,500
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	<u>100</u>
Total Member Activities	\$26,340
Departmental Costs	2014
Office supplies	1,300
Bank charges	200
Union purchased time 25%	<u>13,000</u>
(local's cost for union hours for Exec members)	
Total departmental costs	<u>\$14,500</u>
Total expenses	\$40,840
Net operating surplus (Deficit)	\$10

DEMAND SET DISCUSSION AND VOTE RESULTS

			VOTE RESULT
Item 1	6.2.5	Overtime decided by seniority	YES
Item 2	6.3.3	Change shift change notification from 3 weeks to 6 weeks	YES
Item 3	6.3.3	Shifts determined by seniority	YES
Item 4a	8.1.1	Increase cap for insurance to more than \$50,000	YES
Item 4b	8.1.1	Increase cap for insurance to \$75,000	NO
Item 5	8.1.9	Increase the amount of supplementary spousal coverage to 10 units	YES
Item 6	10.3	Change the wording so that the day before and after are not required to get holiday pay	YES
Item 7a	8.1.3.1	Increase sick days to 12	NO
Item 7b	8.1.3.1	Increase sick days to 15	YES
Item 8	8.1.1	College to pay 100% of monthly premiums of life insurance *The college already does this	REMOVE*
Item 9	8.1.3.1	Include five (5) family illness days in addition to employee days under short term disability plan	YES
Item 10	8.1.3.1	Unused sick days to be paid out at end of employment	NO
Item 11	8.1.3.1	Medical appointments included under short term disability plan	YES
Item 12	12.2	Change "may' to "shall" and remove "discretion"	YES
Item 13	13.2	That the college is responsible to purchase, clean, maintain, and provide change room facilities if a uniform is required	YES
Item 14	13.2.1.1	Add "or, at managers discretion"	NO
Item 15	14.2.3	Change probation to three months	NO
Item 16	14.2.4	In the case of a layoff the employee will receive pay and benefits for one month per year employed	YES
Item 17	14.6.3	All employees that are affected by layoff/bumping shall be eligible for funding out of employee stability fund	YES
Item 18	15.8	Contracting out can only happen when there is documented evidence that it will benefit both students and organization, and be voted on by all parties	NO

Item 19	15.8	No loss of full time jobs as a result of contracting out *This is already in our collective	REMOVE*
Item 20	11.5	Vacation year adjusted to Sept.1 to Aug. 31	YES
Item 21	11.6	Change "may carry over" to "can carry over"	YES
Item 22	11.1	Support staff to receive a fourth week of vacation on their 5th anniversary of full-time employment with the college with an additional day per year of service after that.	NO
Item 23	17.1.1	Consideration of Bargaining Unit Employees: When a vacancy occurs and employees within the bargaining unit at the college apply, the college shall determine the successful candidate based on experience and education or equivalent education, in addition to seniority of the applicants in relation to the requirements of the vacant position.	YES
Item 24a	8.1.5	Increase to \$2,000 per year	NO
Item 24b	8.1.5	Increase to \$2,500	YES
Item 25	8.1.6	Dental implants to be covered	YES
Item 26	8.1.5	Coverage for orthotics increased to two (2) pairs per year. Also allow them to be dispensed by a chiropractor rather than having to specifically find a chiropodist or podiatrist	YES
Item 27	9	More funds provided for professional development *College has provided increased funding	REMOVE*
Item 28a	8.1.12	Increased employee benefits after they retire	YES
Item 28b	8.1.12	College pays full cost of benefits when you retire	No
Item 29		Allowing less than 12 month positions the right to bump when laid off (Letter of Understanding)	NO
Item 30		Remove Initiatives and Opportunities Letter of Understanding and allow existing staff to fulfil positions for short term projects	YES
Item 31	App. D	Paid sick days for Appendix D	YES
Item 32	App. D	Option of paid vacation days allotted for Appendix D	YES
Item 33	App. D	Appendix Ds considered as internal applicants for job postings	NO
Item 34	Misc.	Workload formula for common support staff roles	NO
Item 35	Misc.	No strike. And if the colleges would choose to not offer an increase in pay or would want to change the contract, then so be it	NO

Item 36	Misc.	Specific language in the agreement regarding inclusion for the staff at 48 Collier St. Our original arrangement was to work on-site at the college; we were hired to work there and not given any option about relocating to an offsite location	NO
Item 37	Misc.	Specific guidelines outlined for internal job postings outlining what “or equivalent” means in the education requirements *Same as item 23	REMOVE*
Item 38	Misc.	Same amount of time given to support staff per week to prepare for college committees as faculty	YES
Item 39	Misc.	Language around the amount of part-time workers that can be hired	NO
Item 40	Misc.	College to pay for all professional memberships required	YES
Item 41a	7.1	Wage increase of 3% each year	YES
Item 41b	7.1	Wage increase of 4% year	NO
Item 41c	7.1	3% raise per year but would be happy with 1% minimum	NO