



USW Local 2010 & 2010-01

Membership Meeting

The presentation which follows is an edited version of what was actually presented to the Membership at this meeting. Confidential information to Local 2010 has been excluded. This presentation is available in its entirety for review by all Members of Locals 2010 & Local 2010-01, who are in good standing, upon request to the Union office.

April 24, 2013

WELCOME!

Today's Agenda

- 1) Call meeting to order
- 2) Roll call of Officers
- 3) Minutes for Approval
 - March 27, 2013
- 4) Report of Officers:
 - President's report
 - Financial Officer's report
 - For adoption
 - Treasurer's report
 - For adoption
 - Trustees report (every 3 months)
 - No report
 - Chairperson's report (Academic Assistant Unit)
- 5) USW Staff Rep Report
 - Peggy McComb, Area Coordinator
- 6) Reports – Special Committees
 - No report
- 7) Reports – Standing Committees
 - No report
- 8) Reports – Conferences Attended
 - National Policy Conference
- 9) Unfinished Business
 - None
- 10) New Business
 - UK Exchange – Global Task Force [Motion Required]
 - Job Evaluation Committee
 - Tuition & Childcare Benefits
- 11) Good and Welfare
 - No report
- 12) Q&A's
- 13) Adjournment



Agenda

- 1) Call meeting to order
- 2) Roll call of Officers

Minutes for Approval

Last Meeting: March 27, 2013

Presented by Barb Lawson, Recording Officer

<u>CHAIR:</u>	Kelly J. Smith, President
<u>LOCATION:</u>	Dunning Hall, 27
<u>DATE:</u>	March 27, 2013 12:05pm

Please refer to handout



Report of Officers

President's Report

Presented by Kelly J. Smith

- Minutes of Meetings
- Office Space
- Executive Meetings
- Seniority List for Local 2010



Report of Officers

Monthly Revenues & Expenditures

Presented by Jessica Power (Treasurer) on behalf of Cheryl Power, Financial Officer

Contact the Union Office for
the specific details
regarding this monthly
financial report.



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Report of Officers

Monthly Revenue Sources

Presented by Jessica Power, Treasurer

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Report of Officers

Monthly Revenue Sources

Presented by Jessica Power, Treasurer

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Report of Officers

Quarterly Audit

Presented by Philip Hart, Jane Davies, and Jane Russell Corbett, Trustees

No report this month

First audit scheduled for June 2013; report to follow



Report of Officers

Local 2010-01 Academic Assistants

Presented by Jane Russell Corbett, Chairperson

- Seniority List – ongoing issues

USW Staff Rep Report

Overview

Presented by Peggy McComb, Area Coordinator

EXCESS HOURS OF WORK APPLICATION TO THE MINISTRY OF LABOUR





USW Staff Rep Report

8. Reasons for Excess Weekly Hours Application.

Complete for Excess Weekly Hours Application, Maximum 500 characters per answer. *

1. Why do you require the specific number of hours requested?

The standard work week for most General Support Staff does not exceed 40 hours. Overtime is voluntary. Queens University is seeking approval for General Support Staff to work in excess of 48 hours in a week, but no more than 60 hours in a week, in order to allow for shift swapping, coverage for vacation, unexpected absences and seasonal fluctuations and work load requirements, such as, the commencement of an academic term.

2. Will you be taking any measures to avoid or reduce excess weekly hours of work? If not, why not?

General Support Staff enjoy a minimum of 3 weeks of paid time off per year, unless they are in their first year of service in which they may earn up to 10 days of vacation. The University also recognizes 10 paid public holidays per year, plus additional paid days off to allow annually for a minimum of a full week shut-down between Christmas Day and New Years Day. Overtime is exceptional and, under the collective agreement, is voluntary to the extent possible.

3. Are there any health and safety issues raised by increasing the hours of work of employees? If so, how will you address these issues?

No. Neither the Union nor employees have identified health and safety concerns related to work schedules, excess weekly hours of work or overtime work. Pursuant to Article 19.01 of the collective agreement, the University encourages regular discussion between employees and managers regarding workload and priorities. This includes discussion about resources, advice and support to allow employees to manage their workload.

Reports & Unfinished Business

6) Reports – Special Committees

- No report

7) Reports – Standing Committees

- No report

8) Reports – Conferences Attended

- National Policy Conference – April 16-18, 2013

9) Unfinished Business

- None



New Business

UK Exchange – University Sector Global Task Force for Higher Education

- **DATE:** tentatively scheduled for August 4-12, 2013
- **ATTENDING from LOCAL 2010:** President + 1 Executive Member
- **COUNTRIES INVITED:** Canada, US, UK, and Ireland, with the possible inclusion of South Africa, Mexico, and Guatemala



New Business

UK Exchange – University Sector Global Task Force for Higher Education

- **UNIVERSITIES INVITED from CANADA:** Queen's, University of Toronto, University of Guelph, and possibly the University of Saskatchewan
- **TENTATIVE AGENDA:** 2 days broader global issues; 2 days global university issues; 1 day tour of UNITE headquarters



New Business

UK Exchange – University Sector Global Task Force for Higher Education

- **ISSUES/TRENDS/DISCUSSION POINTS:**
 - Global academic planning
 - Online courses
 - Automatic dues deductions
 - Public sector pensions
 - Privatization & outsourcing of work
 - Pay equity
 - Temporary Foreign Workers Program (aka: internship or exchange programs = temporary position at lower pay grade, sometimes unpaid work)
 - Casual workers



New Business

UK Exchange – University Sector Global Task Force for Higher Education

MOTION

Move to cover release time (x1 Exec), per diem, travel and seminar supply costs, for President + 1 Executive Member to attend the UK Exchange Meeting
August 2013 - ~\$XX

Contact the Union Office for
the specific details
regarding this monthly
financial report.



New Business

Job Evaluation Committee (JEC)

- **Application deadline was April 3, 2013**
- **6 Members applied**
- **Executive has reviewed the applicants and will contact each Member to appoint**
- **First JEC meeting early in May; first JEC meeting with University committee members, mid-May**

New Business

Tuition & Childcare Benefits

- **Childcare Maximum - \$2,000**
 - Paid out once a year to Members
 - ~293 applications submitted for this benefit
 - All members who applied and are eligible will receive their benefit
 - 100% payout up to \$2,000 maximum as eligible; no prorating required
 - \$7,721.88 left in this fund; full amount transferred to Tuition fund at the Union's request to help cover shortfall

Starting Balance:	\$250,000.00
Payout:	\$242,278.12
Remaining Balance:	\$7,721.88

New Business

Tuition & Childcare Benefits

- Tuition Maximum – Fall Term: \$2,000; Winter Term: \$1,000
 - Paid out twice a year to Members
 - Based on % of time worked (member) & student course load
 - ~119 applications submitted for this benefit
 - All members who applied and are eligible will receive a prorated payout
 - Prorated maximum payout this winter term is \$825.72
 - At the Union's request this fund was topped up by \$7,721.88 from the Childcare fund to decrease shortfall

New Business

Tuition & Childcare Benefits

- Tuition Maximum – Fall Term: \$2,000; Winter Term: \$1,000

Starting Balance:	\$300,000.00
Fall Payment:	\$217,886.40
Balance Remaining for Winter Term:	\$78,913.60
Childcare Funds Transfer:	\$7,721.88
Total Balance Remaining for Winter Term:	\$86,635.48
Amount Required for Winter Term:	\$104,920.00
Shortfall:	-\$18,284.52

New Business

Tuition & Childcare Benefits

- First payout in winter term for Tuition in 5 years
- Appeals process now governed by your Union; some of your Colleagues have already benefited from this process
- Now receiving data in which to approach the next round of bargaining
- April 30th Payroll – Payouts to all USW Members



Good & Welfare

Good & Welfare

No report



Q & A

Questions?



Adjournment

Adjournment

Remember...

Queen's works

**BECAUSE
WE DO**

UNITED STEELWORKERS
USW
LOCAL 2010

Representing support staff at Queen's University

Equity • Fairness • Respect

www.qusw.ca

UNITED STEELWORKERS
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LOCAL 2010, QUEEN'S STAFF UNION