



# USW Locals 2010 & 2010-01



## Membership Meeting

*The notes which follow are presented here as an edited summary of the meeting minutes, with information confidential to Local 2010, excluded. These minutes are available in their entirety for review by all Members of Locals 2010 & Local 2010-01 who are in good standing upon request at the Union office.*

## November 19, 2014

## WELCOME!





- 1) Call meeting to order
- 2) Roll call of Officers
- 3) Minutes for Approval
- 4) Reading of the Correspondence - *None*
- 5) Report of Officers:
  - a) President's Report
  - b) Financial Secretary's Report
  - c) Treasurer's Report - *deferred*
  - b) Academic Assistant Unit Chair - *no report*
- 6) USW Staff Rep Report
- 7) Reports – Special Committees
  - a) Bargaining Committee
- 8) Reports – Standing Committees
  - a) Women of Steel & Social Committee
  - b) KDLC Update
- 9) Reports – Conferences & Meetings Attended - *no reports*
- 10) Unfinished Business- *None*
- 11) New Business
  - a) Cancellation of December Meeting – *[Motion Required]*
- 12) Good and Welfare
  - a) Announcements, discussions, remarks, etc.
- 13) Q&A's
- 14) Adjournment



## 1) Call meeting to order

## 2) Roll call of Officers

- Read by Briana Broderick, Recording Secretary

## 3) Minutes for Approval

- Read by Briana Broderick, Recording Secretary

## 4) Reading of the Correspondence

- Read by Briana Broderick, Recording Secretary - *None*



## 5) Report of Officers:

### a) President's Report

- i. **Pension Meeting deferred**  
To be rescheduled for December or January
- ii. **Holiday Office Closure Dates**  
Closed - December 22, 2014 to January 2, 2015 inclusive  
Re-opens - January 5, 2015
- iii. **Job Evaluation Campaign – Update**
- iv. **Volunteers Still Needed (Stewards; Committees)**  
Email [contact@usw2010.ca](mailto:contact@usw2010.ca) if interested
- v. **REMINDER: Principal's Holiday Reception**  
Later this year then normal; date to announced soon



## 5) Report of Officers continued:

### b) Financial Secretary's Report

i. October 2014

ii. Budget Update

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

### c) Treasurer's Report

i. October 2014 – *Deferred to next meeting*

### d) Academic Assistant Unit Chair Report – *No report*

## 6) USW Staff Rep Report:

- Presented by Peggy McComb



There are 5 phases to the Bargaining Process:

- 1) Negotiations
- 2) What happens when agreement is not reached
- 3) No Board Report
- 4) Legal Job Action Position for both parties
- 5) Ratification

*Refer to the reference sheet!*

# Bargaining Process



## Negotiations

- ✓○ A formal intention to negotiate is delivered to the Employer.
- ✓○ Union requests collective bargaining information.
- ✓○ Union seeks membership input (surveys, etc).
- ✓○ Union develops bargaining proposals.
- ✓○ The parties meet to discuss and negotiate the new agreement.

## What happens when agreement not reached?

### Conciliation:

- Either the union or the employer may ask the Ministry of Labour to appoint a conciliation officer who will help them reach an agreement.
- Conciliation is mandatory under the Labour Relations Act before a "no board" report can be issued.

## No Board Report

- Either side may call for a "no board" report at any time.
- A "no board" occurs when the conciliation officer informs the Ministry of Labour that the parties cannot reach agreement. The minister can then appoint a conciliation board, but this rarely occurs. Instead a notice is sent to both parties that a conciliation board will not be appointed ("no board" report).

## Legal Job Action Position

- 17 days after the no board report is issued, the union is in a legal job action position and the employer in a lock-out position.
- This does not mean that either one of these will happen, but simply that it is legal for it to happen. Negotiations may also continue.
- Job action may include information pickets, study sessions, rotating walkouts or a complete walkout.

## Ratification

- A tentative agreement is presented to the membership for a secret ballot vote
- A majority of members in the unit ratify the agreement.

**New  
Collective Agreement**



## Phases 1 & 2

### *Negotiations*

- ✓ ○ A formal intention to negotiate is delivered to the Employer.
- ✓ ○ Union requests collective bargaining information.
- ✓ ○ Union seeks membership input (surveys, etc).
- ✓ ○ Union develops bargaining proposals.
- ✓ ○ The parties meet to discuss and negotiate the new agreement.

### *What happens when agreement not reached?*

#### **Conciliation:**

- Either the union or the employer may ask the Ministry of Labour to appoint a conciliation officer who will help them reach an agreement.
- Conciliation is mandatory under the Labour Relations Act before a "no board" report can be issued.



## Phases 3 & 4

### *No Board Report*

- Either side may call for a "no board" report at any time.
- A "no board" occurs when the conciliation officer informs the Ministry of Labour that the parties cannot reach agreement. The minister can then appoint a conciliation board, but this rarely occurs. Instead a notice is sent to both parties that a conciliation board will not be appointed ("no board" report).

### *Legal Job Action Position*

- 17 days after the no board report is issued, the union is in a legal job action position and the employer in a lock-out position.
- This does not mean that either one of these will happen, but simply that it is legal for it to happen. Negotiations may also continue.
- Job action may include information pickets, study sessions, rotating walkouts or a complete walkout.



## Phase 5





## 7) Reports – Special Committees

### a) Bargaining Committee Update

- Alternate Member has been appointed
- Committee meeting weekly
- Reviewing survey data now – will take some time
- Info session re: survey details to be scheduled
- Dec 4<sup>th</sup> – beginning focus group meetings
- Requests to USW Committees for Bargaining feedback going out this week

## 8) Reports – Standing Committees

### a) Women of Steel & Social Committee

### b) Kingston & District Labour Council (KDLC) Update

## 9) Reports – Conferences & Meetings Attended

*No reports*



## 10) Unfinished Business

None

## 11) New Business

- a) Cancellation of December 2014 Membership Meeting
  - Scheduled for Wednesday, December 10, 2014 at 12:05pm in Biosciences Complex, Room 1102  
[Motion Required]



## 12) Good & Welfare

- Items that don't require formal action by Members
- Examples: events, news, activities, years of service recognition, retirements, births or anniversaries for members, etc.
- Might be of interest to the 'good' of the union
- Submit by email to pass along details – [contact@usw2010.ca](mailto:contact@usw2010.ca)
- Verbal mentions at the end of each Membership meeting, or published in future Newsletters



# Questions from the floor?

***QUESTIONS? CONCERNS?  
Contact your Steward!***



# Adjournment



## Adjournment [Motion Required]

**QUESTIONS? CONCERNS?**  
**Contact your Steward!**



Remember...

