

USW LOCALS 2010 & 2010-01 | 144 Barrie Street | Second Floor | Kingston | ON
MINUTES – Membership Meeting- January 28, 2016

Chair: Kelly J. Orser, President
Location: Macdonald Hall, Room 001
Member Attendance: 23

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.

1. **Call Meeting to Order:** 12:06 PM
2. **Roll Call of Officers:**
Executive Members Attending: Kelly J. Orser, Briana Broderick, Karen Topping, Brenda Wood, Natasha Redknap, Denise Cameron, Heather Carter, Cheryl Power, Christina Salavantis
Executive Member Regrets: Jill Hodgson, Heather-Ann Thomson
Staff Representative(s) Attending: Peggy McComb, John Goldthorp
3. **Introduction of New Staff Representative:** The upcoming retirement of Peggy McComb was announced and new Staff Representative, John Goldthorp, was introduced.
4. **Reading of the Minutes of the previous Meeting:** Minutes from November 18, 2015 were read into the record by Recording Secretary, Karen Topping.

MOTION: Karen Topping moved acceptance of the minutes from November 18, 2015 as read.
(S) Cheryl Power; CARRIED.

5. **Report of Officers:**
 - a) **President's Report**
 - i. Hamilton Day of Action – Bus Rally – January 30, 2016. Members are to email contact@usw2010.ca if they plan to attend to reserve a spot on the bus.
 - ii. Local Office Space Update – The Local will be required to move out of the 144 Barrie St. office. The budget does not allow for the large amount of space available on Alfred St. as it will cost the local for any space beyond 50 square meters that the Employer provides free of charge. The Employer will provide another option if needed.
 - iii. Tuition and Childcare Benefit Deadlines – It was noted that providing letters detailing a full course load for students is important.
 - b) **Financial Secretary and Treasurer:**
 - i. Reports for November and December 2015 were presented.
The Treasurer's reports agree with the Financial Secretary's reports.
Contact the Union Office for the specific details regarding these monthly reports.

MOTION: Natasha Redknap moved that the November and December financial statements be adopted as read. (S) Heather Carter; CARRIED.

c) Academic Assistant Unit Chair – No Report

6. **Report of Staff Representative and/or Organizer** – Peggy McComb informed the membership that family members are welcome on the Hamilton Day of Action bus. Food and refreshments will be provided. Peggy provided details and background about the removal of benefits for USW retirees, the loss of the steel industry to Canada, and the need for this rally. Discussion took place and a question was raised about how to participate if you are not able to go. Peggy will search for information about a petition and online information.

John Goldthorp provided his background and words about moving to Kingston.

7. **Reports - Special Committees**

- a) **Job Evaluation Committee Report** – Carol Kavanaugh reported on the JEC meeting taking place today. The committee is working through job evaluations on the Pilot jobs. The work is going well and is on schedule according to the timeline set out in the collective agreement. The system should be ready to go by June 2016. Information is available at the Job Evaluation section on the USW 2010 website.

Carol also reported on the Gender Wage Gap. Information flyers are available at the meeting and on the website. In our Local, women earn less than men which is the case in all of Ontario. Members are invited to examine their own experience and respond to the government. Consultations are going on across Ontario with the Equal Pay Coalition. Equal Pay Day will be April 19, 2016. Watch for details about our activities from Chair, Katherine Rudder.

8. **Reports – Standing (Permanent) Committees**

- a) **Audit Committee Report** – Trustees presented the 3rd quarter of 2015 from July 1 to September 30. All is in order.

MOTION: Heather Carter moved that the quarterly audit of July to September 2015 be adopted as read. (S) Natasha Redknap; CARRIED.

9. **Unfinished Business – None**

10. **New Business –**

- a) **Steelworkers District 6 Injured Workers Assistance Program (IWAP)** – Kelly J. Orser provided background on this program which provides funds to assist with WSIB claims. A flyer was circulated. The program Coordinator is Jim Pasel. We have no trained officers. The cost to join of 0.50/month/member is cheaper than training officers. Membership gives us representation at all levels. On the recommendation of the Executive, the following motion was suggested.

MOTION: Ken Pearce moved to cancel our monthly NDP per/cap expenses effective February 1, 2016, and join the USW D6 Injured Workers Program and begin paying the monthly per/cap expenses effective February 1, 2016 to August 31, 2016. (S) Denise Cameron; CARRIED.

Natasha Redknap put forward a friendly amendment changing “effective February 1” to “as soon as possible” due to the time constraints to meet the February 1 date. CARRIED.

Questions were raised regarding the different numbers of members on the Annual Affiliation Expenses spreadsheet circulated at the meeting. Kelly J. Orser provided the explanation. This plan allows our Local to get involved as our budget allows. An affiliation cannot crush our budget. The Executive agreed to the affiliation member numbers. We will not draw heavily on the IWAP so the suggested membership of 690 should have no repercussions or disadvantages to our members. If questioned about our numbers, the President is prepared to discuss the matter with the Director.

Incoming Staff Rep, John Goldthorp, stated further that the District wants participation but does not want to financially bankrupt locals. Further discussion took place regarding openness, repercussions and the effect on delegate status at conferences.

- b) Third Release Position – Kelly J. Orser provided details and background to the need for a third Release Position. Reference was made to the circulated Budget Sheet for funding details. The Local is growing and there has been a huge increase in activities that often require the President and Vice-President to be away from the office. Layoffs are occurring without union representation. The third Release Position will be an Officer who is a Local 2010 member. Job duties were detailed in the circulated handout. Minimum time is 12 months. Extension can be granted up to 3 years.

MOTION: Katherine Rudder moved to release a third Member of the Local to the Union Office, full-time, thereby incurring all salary, benefit and cell phone expenses for the period April 1, 2016 to March 31, 2017. (S) Carol Kavanaugh; CARRIED.

- c) **Motions** for Expenses

Contact the Union Office for the specific details regarding motions for expenses this month.

- d) Selection of Volunteer Members to attend Conferences – Liza Cote volunteered from the floor to attend the International Women’s Conference in Pittsburgh in March 2016. A call went out to Members to attend the NextGen/National Policy Conference in Montreal in April 2016. Resolutions will be presented at the National Policy Conference.

10. **Good and Welfare** – Donna McTaggart is a retiree from ITS.

11. **Q&A** – None

12. **Adjournment** – Natasha Redknap moved to adjourn at 1:04 pm; (S) Ken Pearce; CARRIED.