

USW LOCALS 2010 & 2010-01 | 144 Barrie Street | Second Floor | Kingston | ON
MINUTES – Membership Meeting- March 31, 2016

Chair: Kelly J. Orser, President

Location: Macdonald Hall 001

Member Attendance: 14

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:** 12:07 PM

2. **Roll Call of Officers:**

Executive Members Attending: Kelly J. Orser, Briana Broderick, Karen Topping, Heather Carter, Christina Salavantis, Denise Cameron, Jane Russell-Corbett

Executive Member Regrets: Jill Hodgson, Heather-Ann Thomson, Brenda Wood, Natasha Redknapp, Cheryl Power

Staff Representative(s) Attending: Peggy McComb

3. **Reading of the Minutes of the previous Meeting:** Minutes from February 24, 2016 were read into the record by Vice-President, Briana Broderick.

MOTION: Briana Broderick moved acceptance of the minutes from February 24, 2016 as read.
(S) Kathy Baer; CARRIED.

4. **Report of Officers:**

a) President's Report

- i. Staff Rep Retirement (P. McComb) – Kelly Orser thanked Peggy McComb for her assistance to the Local and offered best wishes in retirement on behalf of the Members.
- ii. Pension Meeting with Employer – A meeting was held March 30 to provide an update on the joint pension plan. The working group will be up and running soon. Work on the plan is progressing. USW reps are Spring Forsberg-Lewis, Carol Kavanaugh and Mark Publicover (representing retirees).
- iii. Equal Pay Day – save April 19 as the date for Equal Pay Day 2016.
- iv. Medical Appointment Survey Review – save April 26 as the day for these meetings. Three sessions will be held at 11, 12 and 1 in MC B201.
- v. Acting President – Briana Broderick will be Acting President while Kelly Orser is away the last week in April for Leadership training and all of May at the request of USW International due to her experience with Local 2010 and the educational sector. Kelly will be assisting with the organization of the University of Pittsburgh. Karen Topping will be in the office as of April 1, 2016. Kelly's salary will be reimbursed by USW.
- vi. The Royal Diary – *Stories from a Loyal Staff* will launch on the web page in April. This is a replacement for Gael Golden. The concept was well received by Members. Chronicled in the royal Diary will be trials and triumphs of a Loyal USW Staff Member and Worker at

Queen's. The Royal Diary will tell the story of workers in Local 2010. While all of these stories are real, some details will be changed to protect the innocent!

b) Financial Secretary and Treasurer:

Contact the Union Office for the specific details regarding financial reports this month.

c) Academic Assistant Unit Chair – No Report

5. **Report of Staff Representative and/or Organizer** – Peggy McComb thanked the Members. Letters will be going out soon to the Employer regarding Richard Leblanc as the EOAC contact. John Goldthorp is replacing Peggy as the Local 2010 Staff Representative.
6. **Reports - Special Committees**
 - a) **OFL Convention Report** – Karen Topping reported on her experience at the OFL Convention in November 2015. Karen attended with Kelly Orser and Briana Broderick. 1500 delegates attended. USW was the second largest group represented. She was impressed by the care and concern of the Labour Movement for workers. Marches took place on Queen's Park and the WSIB offices. Briana was elected as VP of Young Workers. Members are encouraged to attend membership meetings and take advantage of opportunities as they come up to attend conferences and conventions as delegates. Volunteer at your local level. Even getting involved in a small way will be rewarding and make a difference.
 - b) **National Women's Conference Report** – Spring Forsberg-Lewis reported on the National Women's Conference held in Vancouver. She was inspired at the conference by women. She saw what the union has been able to do for women and the leadership roles that are held by women. USW acknowledges that there is room at the top for women. Aboriginal issues were highlighted as well as other workplace and equal pay issues. Spring is grateful for the opportunity to attend.
 - c) **D6 Educational Council** – Kelly attended the D6 Educational Conference in December. University of Guelph, University of Toronto and Queen's were represented. Discussions took place on common issues, ways to collaborate and a possible provincial campaign. Future meetings are planned.
 - d) **International Women's Conference** – Liza Cote attended the International Women's Conference in Pittsburgh in March 2016 with Kelly Orser. Liza presented her impression in a slide presentation. There were 800 to 1000 delegates, guest speakers, delegates from other countries. The theme of the meeting was "Stepping Up". Pay and gender inequality was discussed on International Women's Day. Liza attended workshops on Health and Safety and Worker's Compensation. A moving video on Violence Against Women and practical action that can be taken was shown.
7. **Reports – Standing (Permanent) Committees**
 - a) **Job Evaluation Committee Report** – Equal Pay Day Coordinator, Katherine Rudder, encouraged everyone to wear red on April 19. The USW booth will be in front of Stauffer Library. We will have information on the increasing wage gap. There are other partners on campus participating.
 - b) **Grievance Committee Report** – Briana Broderick reported on grievances and informals filed since May 2015 when she became Grievance Officer. 17 informals were filed from May to December 2015. The summer period was slow and then activity increased in January and February 2016. Information was given on resolved, pending, not proceeding, proceeding and

settled in arbitration grievances. The Membership agreed the form of the report Briana has presented is easier to understand than a verbal report. More information was given on the three steps involved in a grievance.

8. **Unfinished Business** – None

9. **New Business** –

a) Motions for Expenses

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

10. **Good and Welfare** – None

11. **Q&A** – None.

12. **Adjournment** – Heather Carter moved to adjourn at 12:49 pm; (S) Kathy Baer; CARRIED.