



USW LOCAL 2010 & 2010-01 Queen's University | Kingston | ON

MINUTES – Membership Meeting

CHAIR: Kelly J. Orser Smith, President | Botterell Hall, Rm B139 | March 19, 2014 @ 12:05pm

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.

- Call Meeting to Order:** 12:07pm
Introduction of Andrew Rodmell, the new Office Assistant for USW 2010. His email is office.assistant@usw2010.ca and his phone number is the same as the office, 613.533.2693.

2. Roll Call of Officers:

POSITION:	NAME:
President	Kelly J. Orser Smith
Vice-President	Gillian Berry
Recording Officer	Barbara Lawson
Trustee & 2010-01 Chair	Jane Russell-Corbett
Trustee	Cheryl Power
Treasurer	Jen Powell
Outside Guard	Heather-Ann Thompson
Guide	Catherine Nelson
Staff Rep & Area Coordinator	Peggy McComb

ABSENT:

Inside Guard	Richard Linley
Financial Officer	Jill Hodgson
Trustee	Jessica Power

Member Attendance: 25

- Previous Minutes:** Minutes from February 19, 2014 were read into the record. It was noted that the International Office does not send cheques but instead does electronic transfers for dues. The sentence indicating that two months of dues would be coming from International will be changed to reflect this.
MOTION: Barb moved acceptance of the minutes as read with the change to the dues statement; 2nd: Rick Stratton; carried.

4. **Report of Officers:**

a) **FINANCIAL OFFICER & TREASURER:**

Introduction of Jen Powell, who has been appointed as the new Treasurer. A big thank you was extended to Cheryl Power and Jessica Power, who served as Financial Officer and Treasurer for the past year and a bit and who did an excellent job learning the policies and setting up our financial processes. They have both agreed to stay on as trustees, which will make use of the financial training and experience they have accumulated.

b) **AA CHAIR** – No report

5. **Staff Rep Report** – No Report

6. **Reports – Special Committees**

a) Job Evaluation Committee (Carol Kavanaugh)

Equal Pay Day is on April 16, 2014 and it is recommended that everyone wear red on that day to show that women are in the red in terms of pay. Women are paid about 29% less than men. A video was shown to underline this point. We expect to recommend a gender neutral job evaluation system to be put in place over the next year to bring women's pay up to meet their male counterparts. The Equal Pay Act says the women must be brought up but some workplaces (such as UofT) have also raised the salaries of men who were identified as making less than their female counterparts.

For Equal Pay Day, there will be a noon-hour outdoor event where information will be handed out and lemonade will be sold at a higher cost to women (or perhaps small serving sizes) to show that a woman's wages don't go as far as a man's. It was suggested that Carol follow-up with Cathy Nelson after the meeting to determine how to book outdoor space on that day and obtain permission to serve lemonade.

There will be joint meetings with management where tenders will be discussed for vendors that can outline a job evaluation system that both the Union and management can agree to use. Tenders will be sent out in June.

7. **Reports – Standing Committees**

a) By-Laws Committee

The By-Laws Committee began working on creating our by-laws about a year ago. They took sample by-laws from other locals in the education sector, especially from amalgamated locals such as ours. Other documents were consulted during the process, such as the USW Constitution, USW By-Laws for Local Unions and USW By-Laws for Amalgamated Local Unions. The finalized document was presented to District 6 Director Marty Warren in November 2013 and were then sent to the International Executive Board (IEB) where they were approved. This was surprising since we made extensive changes to the existing documentation. Normally the By-Laws are approved by the membership first but due to the extensive changes, we wanted approval from IEB first. A special meeting was held in early March to afford the members a Q&A and to suggest any final changes.

Reminder of the process: three readings at membership meetings should occur, we did this at the January and February membership meetings and now at today's meeting; a vote will happen.

Each section was reviewed on the projector screen and members were given the opportunity to ask questions. A typo was found in Article X, Section 17 that indicates a number of days but the word "days" was missing. This was amended. There was a question about Article XV on Strikes, simply that there was not much in it, however it was clarified that should a strike be imminent there are procedures that the Staff Rep must follow to inform the International President and at that time strike information would be passed on to the Local. There were no further questions.

MOTION: Katherine Rudder moved to approve the By-Laws as presented with the noted amendments; 2nd Carol Kavanaugh; carried.

It was noted that Barb will make the amendments to the document and post it on the website, stating that it is pending final approval from the International Executive Board.

8. **Reports – Conferences & Meetings Attended** – No reports

9. **Unfinished Business** – none

10. **New Business**

a) President's Report

i. Focus groups for Bargaining and Elections

More on this will come at the next Membership meeting; there is no new information at this time.

b) Items from the Floor

i. Terrie Easter Sheen – as Chair of the Pride Committee, she wanted to let us know that there will be a USW presence at the Kingston Pride Parade including a booth at the after-party in the park. There will be pins and some refreshments. This will take place in mid-June. Andrew Rodmell indicated that the canopy has been ordered but not the tables and chairs.

ii. Briana Broderick – there is an event sponsored by the KDLC on March 25th at Days Inn at 7pm to get information to the general public via the unions regarding the Stop Tim Hudak campaign. Peggy added that it is good to be informed about any political representation.

iii. Carol Kavanaugh – The University is no longer recognizing QUSA as a representative body on campus. This takes effect as of June 30, 2014. There are about 700-800 non-unionized employees on campus who will need to consider what they will do next. Perhaps a unionization drive or a professional organization will be created.

11. **Good & Welfare**

a) No items.

12. **Q&A** – none.

13. **Adjournment:** Briana Broderick moved to adjourn at 12:58; 2nd by Katherine Rudder; carried.