

USW LOCALS 2010 & 2010-01 | 154 Albert Street | Second Floor | Kingston | ON
MINUTES – Membership Meeting | September 29, 2016

Chair: Kelly J. Orser, President
Location: Stirling Hall, Room B
Member Attendance: 36

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 Orser, Briana Broderick, Christina Salavantis, Karen Topping, Brenda Wood, Denise Cameron, Heather Carter, Jill Hodgson, Cheryl Power, Jane Russell Corbett
Executive Member Regrets: Natasha Redknap, Heather-Ann Thomson
Staff Representative: John Goldthorp (Regrets)
3. **Reading of the Minutes of the previous Meeting:** Minutes from July 28, 2016 and August 31, 2016 were read into the record by Vice-President Briana Broderick.
MOTION: Briana Broderick moved acceptance of the minutes as read. (S) Bianca Vanderlaak;
CARRIED.
4. **Report of Officers:**
 - a) **President's Report**
 - i. **Workplace Harassment and Discrimination Policies:** There are 3 new Queen's policies making their way through the Board of Trustees as a response to Bill 132 to be implemented by Sept 8th by the Employer. The Union has yet to see how the Employer will apply these policies in terms of investigations, timelines, reporting follow-through, etc. We recommend that all Members contact the Union first before submitting a complaint through HR.
 - ii. **Benefits Review for all Employees:** This came out of bargaining last summer but not for USW. QUFA and the 3 CUPE Locals negotiated MOAs to review benefits with the Employer. Even though we do not have a MOA, we have been invited to the table. The Employer will be holding Town Hall Meetings to provide an overview of benefits for employees from OCT 19 - NOV 1. USW has been invited by the Employer to hold our own private USW session to discuss benefits; date of this session to be released soon by email. Alex MacKinnon, our USW Benefits Specialist from the Canadian National Office will be attending this private USW Benefits session, along with Management and Mercer (consultants for Queen's). Mercer & Management will present the overview, then the session will conclude with a USW-lead question/answer period. There will also be a survey sent out by the Employer some time in November. USW is concerned about how the survey questions will be framed and if the Employer will provide the data for our Members (USW only) to the Local so that we can perform our own analyses. To summarize, our main points of concern currently are: 1) solicitation of our Members by the Employer outside of traditional bargaining; 2) appropriate survey questions; and 3) release of USW Member Data to USW Local 2010 for

analysis. Local 2010 will continue to keep Members informed of the Benefits Review progresses.

- iii. **Rally for AAs:** There will be a support rally for AAs outside Richardson Hall on October 11, 2016 at 11:30am.
- iv. **Open House at New Union Office:** There will be an Open House at our new location on October 13, 2016 from 10am to 4pm.
- v. **Special Budget Meeting:** Our annual budget meeting is scheduled for October 24, 2015 at 12:05pm; location to be announced.

b) Financial Secretary and Treasurer:

- i. Reports for June, July and August 2016 were presented.
Contact the Union Office for the specific details regarding these reports.

MOTION: Karen Topping moved that the June, July, and August financial statements be adopted as read. (S) Ken Pearce; CARRIED.

- c) **Academic Assistant Unit Chair:** Jane Russell Corbett reported that the AA bargaining unit will go back into conciliation with the Employer and the MOL on November 16, 2016.

5. **Report of Staff Representative and/or Organizer** – No report.

6. **Reports - Special Committees** – No reports.

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

- a) **Steel Pride Committee** (Terrie Easter Sheen): Kingston Pride on June 18, 2016 was the largest the event has been to date. Terrie thanked everyone by name who helped make it a success.
- b) **Audit Committee Report:** H. Carter, J. Hodgson, C. Power – The Trustees presented the 2016 2nd Quarter Audit for April 1, 2016 – June 30, 2016. All financial reports were checked and everything is in order. Open and closing balances matched.

MOTION: Heather Carter moved that the 2nd quarterly audit for 2016 be adopted as read. (S) Brenda Wood; CARRIED.

- c) **Grievance Report:** Bri Broderick, VP and Grievance Officer presented our grievance report.

8. **Unfinished Business** – None

9. **New Business** –

- a) **Job Evaluation Project:** The Job Evaluation Project was briefly explained. The new Job Evaluation Tool is based on a point system which is the most detailed way to assess jobs. The Tool is specific to Queen's employees in USW. The Tool has been developed by the WGJE so that it can be used for job evaluation and pay equity for all USW 2010 bargaining unit Members; it includes Factors, Sub-Factors, a Job Content Questionnaire, and Weightings. Members in attendance were able to view the new Tool. Members who were unable to attend can contact the Union Office for details.

Contact the Union Office for the specific details regarding these motions.

There was a discussion requesting a secure website that Members could log into and obtain confidential materials (e.g. Job Eval Tool) to read in advance. It was explained that Local 2010 does not have the resources to maintain a secure web site, and that the posting of confidential materials such as financial reports, etc., is prohibited by the USW Constitution. In terms of posting the new Job Evaluation Tool on our web site at the moment, this is not yet possible. This is a joint project with the Employer and they should be consulted in advance prior to posting. Local 2010 will be approaching the Employer in the future about posting our new Job Evaluation Tool, but for now, we are working through the approvals for this phase of the project. It was noted again that meetings can be organized for any group/individual who wants more information.

b) Motions for Expenses

Contact the Union Office for the specific details regarding these motions.

10. **Good and Welfare** – None

11. **Q&A** – None

12. **Adjournment** – Liza Cote moved to adjourn at 1:06 pm; (S) Ken Pearce; CARRIED.