



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

MINUTES – Membership Meeting

CHAIR: Kelly J. Orser Smith, President

LOCATION: Miller Hall, Room 210

DATE: November 20, 2013 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.

1. **Call Meeting to Order:** 12:07pm
2. **Roll Call of Officers:**

POSITION:	NAME:
President	Kelly J. Orser Smith
Vice-President	Gillian Berry
Recording Officer	Barbara Lawson
Financial Officer	Cheryl Power
Treasurer	Jessica Power
Inside Guard	Richard Linley
Guide	Catherine Nelson
Trustee & 2010-01 Chair	Jane Russell-Corbett
Trustee	Philip Hart
Trustee	Jane Davies

ABSENT:

Staff Rep	Peggy McComb
Outside Guard	Diann King

Member Attendance: 35

3. **Previous Minutes:** Minutes from September 25, 2013 and October 23, 2013 were read into the record.
MOTION: Barb moved acceptance of the minutes as read; 2nd: Richard Linley; carried.
4. **Report of Officers:**
 - a) **PRESIDENT:**

- i. HR is moving through the job re-evaluations. There are very few left to do for USW members and all of them should be done by the end of December. High priority is given to posted jobs so some requests might take longer than others. Note that some re-evaluations may be eligible for back-pay.
- ii. The Gomez Book Event is set for January 22nd; there will be a private reception for USW members at Agnes House and a public lecture in Ellis Auditorium. A book club has been organized to discuss the book on two occasions.
- iii. New stewards training occurred in late October. Will revise the list soon.
- iv. Barb Lawson, our Recording Officer, will be out on full-time release as of January 2014 to work for the union. Remember that the salary was approved back in October at the budget meeting.

b) **FINANCIAL OFFICER:**

The reports from September and October were presented in PowerPoint with a new format to show the information better.

MOTION: Cheryl moved acceptance of the two months' of reports as presented; 2nd Rick Stratton; carried.

c) **TREASURER:**

Jessica stated that her records match the Financial Officer's books.

d) **AA CHAIR:**

There is finally a seniority list; please pass the word to get the AA's to review the list.

5. **Staff Rep Report** – no report

6. **Reports – Special Committees**

a) Job Evaluation Committee

Carol Kavanagh introduced her committee; you can send an email to jobeval@usw2010.ca or the President if you want to serve on this committee. Committee is practicing using the job evaluation forms from UofT to see how it works. Working with Andrew MacIssac from USW to learn the process of being pay equity compliant. Education to the members will come in the future. Will work with the Education Committee to have more meetings about this. January to start.

Comments: Is Queen's eager to start this process? This is the law so Queen's can be held liable; they are compliant with some groups. Queen's has put money aside for this process so they are planning to move forward. Where will the money come from to pay workers? The process has to be in place so we can bargain in the next year, back pay will not come until the process is complete; salary negotiations will need to be negotiated carefully so people are not laid off. What is administration's responsibility to a deadline? Retro pay is wide open and Queen's has not been compliant since 1991 so we don't know how this will go.

7. **Reports – Standing Committees**

a) Audit Committee

November 4th the committee met and did the 3rd quarter audit; the books were in order and the bank balance is correct. **MOTION:** Phil moved acceptance of the audit report; 2nd Brianna Broderick; carried

8. **Reports – Conferences & Meetings Attended** – deferred

9. **Unfinished Business** – none

10. **New Business** – none

11. Good & Welfare

a) Humanity Fund – not looking for more money but want feedback to use your money for what you want; we can target local agencies for a holiday donation:

- i. Martha’s Table
- ii. Kingston Partners in Mission Food Bank
- iii. Gananoque Food Bank

MOTION: Rick Stratton moved to submit a letter to the SFH Board to put Humanities money toward the three charities listed above; 2nd Natasha Redknap; carried. Peggy made note to do this.

b) Adopt a Family – Donation to the Children’s Aid Society through the District 6 Women’s Committee for the holiday season

MOTION: Richard Linley moved to give \$1,000 to Adopt-a-Family in the Kingston area to be spent any way the charity sees fit for a family or families in the Kingston area; 2nd Carol Kavanagh; carried.

12. **Q&A** – no questions

13. **Adjournment:** Richard Linley moved to defer conference reports to the next meeting and to adjourn at 1:11pm; 2nd Ken Pearce; carried.