



**USW LOCALS 2010 & 2010-01**  
**144 Barrie Street | Second Floor | Kingston | ON**  
**MINUTES – Membership Meeting**

**CHAIR:** Kelly J. Orser, President | Botterell Hall, Room 139 | May 20, 2015 @ 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:** 12:06PM

2. **Roll Call of Officers:**

POSITION:	NAME:
President	Kelly J. Orser
Vice-President	Briana Broderick
Recording Secretary	Karen Topping
Financial Secretary	Natasha Redknap
Inside Guard	Christina Salavantis
Guide	Denise Cameron
Trustee	Heather Carter
Trustee	Cheryl Power

**ABSENT:**

2010-01 Chair	Jane Russell-Corbett
Treasurer	Brenda Wood
Trustee	Jill Hodgson
Staff Representative	Peggy McComb
Outside Guard	Heather-Ann Thompson

Member Attendance: 24

3. **Installation of Officers – Kelly Orser, President**

The Staff Representative was not able to be present at today’s meeting. Nine of the eleven new Executive were installed by telephone on May 19 and 20, 2015. Public installation will take place at the June Membership meeting in front of the Membership.

4. **Previous Minutes:** Minutes from April 21, 2015 were read into the record by Vice-President Briana Broderick. A correction to the spelling of Stewart was noted in 3.

**MOTION:** Briana Broderick moved acceptance of the minutes from April 21 as read with one correction; (S) Bonnie Stewart; Carried.

5. **Reading of the Correspondence:**

Mailer from CNO

Public Employee Sector Conference Notice – to be reviewed for Canadian content

NDP information

6. **Report of Officers:**

**a) President's Report** – Kelly Orser

- i. Appointments – At an Executive meeting of incoming and outgoing members held May 13, 2015, appointments of vacant and recruitment positions took place. Brenda Wood was appointed as Treasurer, Briana Broderick was appointed as Grievance Officer/Chief Steward and Gillian Berry was appointed to the GWL Advisor Position. Information about the GWL Advisor Position will be put on the web. Members can contact Gillian Berry with questions regarding benefits.

A question was raised regarding the eligibility of Brenda Wood for the position of Treasurer. Discussion took place and an explanation of the process for appointment was provided.

- ii. Retirement Honouree – Two retirees were honoured by Local 2010. Phyllis Watt, Faculty of Education was present at the meeting to receive acknowledgement from the Local. President Kelly Orser outlined highlights of Phyllis' career and provided some statistics from 1982 when she began working. The other retiree is Barbara McFarland from the Admissions Office who began working at Queen's on April 15, 1968.

**b) Financial Secretary:**

- i. Reports Deferred

**c) Treasurer:**

- i. Reports Deferred

**d) Academic Assistant Unit Chair** – No Report

7. **USW Staff Representative & Area Coordinator Report** – No Report

8. **Reports - Special Committees** – No Report

9. **Reports – Standing Committees**

- a) Bargaining Committee** – Briana Broderick reported slow but steady progress in bargaining. Three more days are scheduled for next week.

A question was raised regarding the release of information to the Membership. A Bargaining Page is updated on the web. There is a black-out policy with the Employer to maintain confidentiality. Any action or input from the Membership will be requested by email.

- b) Job Evaluation Committee (JEC) – Carol Kavanaugh reported that the JEC is meeting jointly with HR. The work is going well. Carol highlighted the progress made on sub-factor selection and the method being used to develop a new job evaluation tool that is Pay Equity compliant. We are aiming for fairness and gender neutrality. Pilot testing is planned for the fall. Volunteers will be needed for testing. We have two excellent consultants to work with. A communication release with a picture of the working group is planned. Carol highlighted the large number of jobs returned when we did a keyword search on “stress” in our current job descriptions. There is no information on how and when the tool will be implemented. The tool must be validated first. We are working in good faith with the Employer. A thank you to Carol and the JEC was received from the floor.

10. **Reports – Conferences & Meetings Attended** – No Reports

11. **Unfinished Business** – None

12. **New Business** –

*Contact the Union Office for the specific details regarding the motion passed.*

13. **Good and Welfare**

- a) Retirements – noted in President’s report.

14. **Q&A**

Members asked that a redacted version and explanations of the motions to be covered at upcoming membership meetings be included in the agenda sent out before the meeting.

Briana Broderick explained the USW regulations against releasing financial information. Rose Silva and a group of members requesting a secure server with password entry were invited to bring a proposal to the June 10, 2015 meeting with an outline of factors such as cost, confidentiality, regulations pertaining to the District, Canadian and International Union levels, and impacts of privacy and security bills BC51 and BC377.

Ways of encouraging members to keep updated – Facebook, Twitter, web page, visiting the office – were noted. Members discussed the challenges of keeping up what the Local is doing.

15. **Adjournment** – Brian Broderick moved to adjourn at 1:11 pm; (S) Ann Tobin; Carried.