

USW LOCALS 2010 & 2010-01 | 154 Albert Street | Second Floor | Kingston | ON
MINUTES – Membership Meeting | October 26, 2016

Chair: Kelly J. Orser, President
Location: Biosciences Complex Room 1103
Member Attendance: 15

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:** 12:10 PM
2. **Roll Call of Officers:**
Executive Members Attending: Kelly Orser, Christina Salavantis, Karen Topping, Brenda Wood, Denise Cameron, Heather Carter, Jill Hodgson, Cheryl Power, Jane Russell Corbett
Executive Member Regrets: Natasha Redknap, Heather-Ann Thompson, Briana Broderick
Staff Representative: John Goldthorp (attended)
3. **Reading of the Minutes of the previous Meeting:** Minutes from September 29, 2016 were read into the record by Recording Secretary, Christina Salavantis.
MOTION: Christina Salavantis moved acceptance of the minutes as read. (S) Denise Cameron.
CARRIED.
4. **Report of Officers:**
 - a) **President's Report**
 - i. **Retiree Event:** Held Oct. 20, 2016. Attended by 7 retirees and their guests. The Local is now informed by HR of who retires each month, thus the Social Committee, Chaired by Heather Carter, will be organizing more retiree events in the future. The Local By-Laws indicate that retirees are entitled to a gift of up to \$100.00 plus the payment of their SOAR membership for one year (\$15). The approved gift amount of \$100/retiree is being used to pay for these retiree events as well as a small gift/plaque for the Member to take home. The luncheon event at the University Club was a big hit for all involved. The gift/plaque has been designed by USW Member Erin Matthias.
 - ii. **Workplace Harassment and Discrimination Policies:** There are 3 new Queen's policies as a response to Bill 132. 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.
 - iii. **Benefits Review for all Employees:** USW members are encouraged to attend the joint benefits review meeting scheduled for Nov 2nd 2016 in Botterell Hall B147. The Employer will be holding Town Hall Meetings to provide an overview of benefits for employees from OCT 19 - NOV 1. USW will hold our own private USW session to discuss benefits, however we are paying the cost. 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. NOTE: at some point during the question/answer period, Management/Mercer will absent themselves so Members can finish the session with their Union. There will also be a survey sent out by the Employer some time in November. USW is concerned about 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 process.

- iv. **Budget Update:** The special budget meeting has been postponed by one month and will be scheduled for November. The Local will present a revised budget structure to the members. The Local is growing we have approximately 1184 members now. The budget will be reviewed at the special budget meeting.
- v. **Convention:** Once every three years there is a Call to all USW Locals to send representatives to the International Convention. The Call was officially read. Each Local is allotted credentials based on their membership numbers. Local 2010 Executive recommends sending 4 delegates; 3 + the President (who is required to go by virtue of office). Delegates will be elected by a plurality vote at the November Membership Meeting. In accordance with our by-laws, notice of nominations and details will be sent to members in advance.
- vi. **SAVE THE DATE REMINDER:** Fall term Tuition Application Deadline. Must be completed by Oct. 31st. If you miss the deadline it is recommended that you appeal.
- vii. **SAVE THE DATE REMINDER:** USW Benefits Meeting Nov. 2nd Botterell Hall, 12:30pm, room B147
- viii. **SAVE THE DATE REMINDER:** AVC Contribution Deadline for Queen's Pension Plan is November 7, 2016.
- ix. **SAVE THE DATE REMINDER:** Queen's Pension Plan Annual General Meeting Dec 2, 2016 1:00 pm Humphrey Hall Aud. All plan members welcome.

b) Financial Secretary and Treasurer:

- i. Report for September 2016 was presented.
The Treasurer's report agrees with the Financial Secretary's report.
Contact the Union Office for the specific details regarding these monthly reports.

MOTION: Karen Topping moved that the September financial reports 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 on November 16, 2016. Thanks were given for all the work that went into the Rally in support of the AA's.

5. **Report of Staff Representative and/or Organizer** – John Goldthorp explained the new provincial legislation imposing a moratorium on union contributions to political parties. Unions and their Locals are encouraged to make a one-time contribution to the NDP before the new year. The USW national office has maximized its contribution and he urges Local 2010 members to support the Executive decision to contribute. The NDP is the only party that supports labour and “we get what we don’t support. John mentioned that the EOAC meeting is coming up Nov 4-6, 2016 and that there are some interesting things happening within the political action committees especially due to the US election. Lastly, Local 2010 will be utilizing our new office boardroom to hold some of our own training opportunities specifically Local Steward Education Level One.
6. **Reports - Special Committees** – Job Evaluation Recruiting, Carol Kavanaugh, Chair. Local 2010 is welcoming members to join the JEC and be trained to audit the job evaluations. Time commitment will be about 1 release day a month, possibly 2. Members are encouraged to email their interest in participating.
7. **Reports – Standing (Permanent) Committees** – No report
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** – Carol Kavanaugh moved to adjourn 1:00 pm (S) Kathy Baer; CARRIED.