

Local 30040 Annual General Meeting Minutes

March 27, 2015
Teleconference Meeting
11:00 am

Attendees:

1.0 Call to order: 11:05

Attendees: Donna McArthur, Phillip Chan, Nicola Wood, Brenda Dickie, Diane Kasprick, Pamela Lyall, Barbara Cameron, Tabasom Javadi-Doudarani, Raj Hari, Ranjit D. Karol Kamenka, Deborah Thomas, Karen Dillabaugh, Dave Burchell, Janice Kinch, Maryann Lester

2.0 (a) Agenda review and adoption

Move items 3b & c to item 3l.
Moved by: Donna McArthur
Second: Deborah Thomas

Recorded vote: Yay: 4
Nay: 5

Motion Defeated

Moved by: Karen Dillabaugh
Seconded by: Donna McArthur

(b) Last meeting minutes review and adoption
Moved by: Nicola Wood
Seconded by: Barb Cameron

(c) Reports for President, Treasurer, Health and Safety Representative and Steward.

(i) President's Report

I am grateful that I had both the privilege and the opportunity to attend these events in the past little while: PSAC triennial prairie region convention, in Saskatoon, SK (June 27-29th) as the Calgary Area Council representative; UNE triennial national convention, in Victoria, BC (August 10th-15th) as our local president/delegate. I have to admit that these events are massive and a little intimidating for a freshly green union activist, but I am very happy to report that these were great educational and informative events. I get the chance to meet and greet our brothers and sisters from across the country concerning about their workplace and their collective rights.

Moreover, I also noticed that there are many channels or opportunities for others abroad to join in, either via PSAC regional women committee (RWC), human rights committee (HRC), or as other eligible delegates within our component (ie. LGBT, visible minority, youth, etc). I hope in the near future that we will see more new faces that will gather and join these events, so we all work in solidarity and support our collective rights regardless of location.

I also admit that I am a little lacking in terms of running this local, as I am still very much learning from the massive amount of information that I need to further digest. However, there will be things that needed to be properly rectified in the near future in order to ensure our local will operate smoothly, efficiently, and harassment free for years to come. But in the meantime, I ask for our members' patience and understanding during these transitional times.

Moved: Phillip Chan
Seconded: Karen Dillabaugh
Motion Passed

2.0 (c) Reports for President, Treasurer, Health and Safety Representative and Steward (continued)

(ii) Treasurer Report- Tabasson Javadi-Doudarani

I was selected as the Treasurer for our local since March 21, 2014.

Here is our financial statement from January 1st, 2014 to December 31st, 2014

Opening Balance \$12,565.05
Income \$7,910
Expenses \$9,490.86
Bank Balance as December 31/ \$10,984.19

Please see Schedule 'C' attached for a breakdown of income and expenses.

Moved: Tabasom Javadi-Doudarani
Second: Janice Kinch
Motion passed
Abstain: 1

(iii) Health & Safety Representative – Deborah Thomas
For past 9 months I filled position of Health & Safety and attended all meetings. Also brought forward to H&S any items from Local 30040 and ensured access to minutes by local members.

Moved: Deborah Thomas
Seconded: Nicola Wood
Motion passed

(iv) Steward Report - Karen Dillabaugh
I attended all Local 30040 union meetings. I was present for two fact finding disciplinary investigations, neither of which resulted in a disciplinary action.

I attended four workshops at the Calgary PSAC office and strongly recommend these workshops to all members.

As there are no specifics as to length of term for Steward in our locals bylaws I am choosing to leave the position in 2015.

Moved: Karen Dillabaugh
Seconded: Deborah Thomas
Motion passed

- 2.0 (d) Business arising from minutes
2014 minutes AGM
Was there a quorum?

3.0 New Business

- (a) (i) Complete over-haul of 2013 bylaws due to non-compliance with UNE (no additional changes to the bylaws other than rewriting).

UNE has provided a template for Local unions to fill in.
Phillip Chan will be posting the draft on website

Action: The new executive will edit By-laws to be in compliance with UNE and ensure every member gets a copy/notification of bylaws.

- (ii) Changes to bylaws
Quorum: more regular members than executive.

Non-participating Executive – no policy or procedure in place to deal with this.

Executive cannot appoint a person to fill a vacant position for more than 45 days. Local bylaw 5 Section 3.

- (b) Election for position of Secretary, Health & Safety (H&S) Representative (and alternate), Human Rights (HR) Representative

Dave Burchell ran the election and accepted responses by telephone (587-986-4871), text or e-mail.

Secretary:
Nicola Wood
Nominated by Karen Dillabaugh.
Seconded by Tabasom Javadi-Doudarani

Health & Safety Representative:
Deborah Thomas – Janice Kinch nominated
Seconded by Karen Dillabaugh
Deborah Thomas – refused to let name stand

Donna McArthur – refused
Position left vacant for 45 days.
Next General Meeting in 45 days.

3.0 New Business (continued)

- (b) Election for position of Secretary, Health & Safety (H&S) Representative (and alternate), Human Rights (HR) Representative (continued)

Human Rights Representative (HR)

Diane Kasprick

Deborah Thomas – nominated

Donna MacArthur – seconded

Position left vacant – next general meeting in 45 days.

- (c) Election of a bargaining representative to the upcoming National Bargaining Conference - to be held once our expired 2011 Collective Agreement (CA) has been settled.

Donna McArthur

Nominated by: Deborah Thomas

Seconded by: Karen Dillabaugh

Phillip Chan

Nominated by: Tabasom Javadi-Doudarani

Seconded by Barb Cameron

Phillip Chan: Will represent the Local as bargaining representative regarding fair wages, equal treatment to other federal departments, fight for our right with respect to leave with pay, leave without pay, health and safety. Also will request that the collective agreement must be written more clearly.

Donna McArthur – main issue is communication with all members of local in a timely manner.

Phillip Chan is elected.

- (d) Years of service required for benefits coverage as a retired member

Under the prior agreement Statistics Canada employees were required to work two years before being eligible for benefits coverage at retirement.

The requirement has now changed to six years.

Presented by Nicola Wood

3.0 New Business (continued)

- (e) National Occupational Safety and Health (NOSH) would like members input into listing safety (see below). Please forward responses to Phil Chan so he can pass on to Pat Geer (President of Local 00034).

David McRae is a DCM and NOT an SSO Member. Suggestion is to contact Joan Stickney (NOSH representative)

Please read the five questions attached at the end of this document and please send your responses to Phillip Chan (flippychan@gmail.com)

- (f) Local 30040 Audit

Tabasom Javadi-Doudarani thanked Hazel Beckett and Cindy Shuemaker for completing our audit.

- (g) Communication with members specifically the use of PSAC Support Pledge cards

Raj Hari assured the membership that the pledge cards were sent into Ottawa (<http://www.une-sen.org/press/?p=3249>). The purpose of the pledge cards were to engage our membership by encouraging one to one conversation within the membership, to build a membership database in order that PSAC can provide updates directly with the membership. However it is still encouraged that members go onto the PSAC website and join mailing lists for your specific interests.

3.0 New Business (continued)

- (h) Local 30040 Executive to communicate with members in a timely manner when LUMC meetings are scheduled.

LUMC meeting dates are set in conjunction with management in order to accommodate diverse schedules.

Action: Phillip Chan is trying to work in co-operation with management in order to get these meeting scheduled on

- i. Two union executive members of local 30040 are required to be on these calls
- ii. Plus the Director and Assistant Director

All schedules have to be taken into account into setting the meeting dates.

Next meeting is tentatively April 9.

Action: Phillip Chan to forward to Dave Burchall the Terms of Reference in order to ensure that an advisor sits in on LUMC meetings. Dave Burchell as RVP (Regional Vice President) sits in on these meetings.

- (i) Information re: "Union Voice". Are all employees paying Union Dues entitled to receive the "Union Voice".

Raj Hari says that everyone should be getting the "Union Voice" which is published quarterly – as long as the Union has a valid mailing address.

- (j) Union Dues

Discussed.

- (k) Members Bi-Yearly teleconference be implemented.

Bi-yearly teleconference is addressed in Bylaw 7 Section 2.

4.0 Next Meeting: Special AGM Teleconference meeting July 8 at 11:00 am.

5.0 Adjournment – 3:20 pm

Motion to adjourn: Phillip Chan

Seconded: Karen Dillabough

Hello:

As employee co-chair of the SSO National Health and Safety Policy Committee I am writing you to ask you to provide input on a CAPI work process that may involve a serious Hazardous work practice.

We have had Listings described to us as involving potentially dangerous distracted driving practices. Multiple interviewers have stated that they are forced to drive & write (List) at the same time and have requested management multiple times to allow them to do their Listing with a second interviewer. This situation has been brought to management's attention at the regional H&S Committees level and now the National level.

Management has responded that there are already directions and procedures in place to ensure the Interviewers do not List & drive at the same time, i.e., drive when required, pull over and write, walk when needed or able to, OR request a second interviewer for particular Listing routes when it is unsafe to pull over or walk. (Such requests, when as they involve a H&S concern, can ultimately only be finally turned down by Regional Assistant Director). Management is also now reporting that it must not be much of an issue because they have had no Incident reports concerning single interviewers doing Listings nor have they received many requests from interviewers for assistance in completing their Listings.

Could you please respond with your comments or ideas? If you wish seek input from other employee members of your committee. Some interviewers have told us that Listings are good/regular work and they have no safety concerns but others have said that in affect yes they do see some danger in the practice but have been hesitant to ask management for the required assistance.

Is this hazardous work?

Do the current procedures make the work safe?

Are interviewers aware they can request assistance for certain routes- and it's not up to their supervisor to make the final decision?

What ideas or procedures could you suggest to ensure Listings are done safely?

Would having the Employer clarify the pre-existing directions & procedures ensure no distracted driving occurs?

Thank You,

David McRae

FINANCIAL STATEMENT

LOCAL: UNE 30040-Alberta SSO Field Interviewer

PERIOD FROM: 01/01/2014 TO: 31/12/2014

	Description of Income	Description of Expenses	Income	Expenses
January		National Component rebate/AGM expenses	\$ 700	\$ 1124.32
February		National Component rebate-22536/Meeting expense	\$ 590	\$ 106.7
March		National Component rebate/AGM expenses/Bank fee	\$ 570	\$ 6542.77
April		No rebate/AGM expenses	\$ 0	\$ 1213.60
May		No rebate/Bank fee	\$ 0	\$ 4.95
June		National Component rebate-23263/postage expense/cards expense/Bank fee	\$ 2,030	\$ 55.81
July		National Component rebate-23471/stationary expense	\$ 660	\$ 35.98
August		National Component/mailling expense	\$ 670	\$ 19.77
September		National Component rebate-23855/Bank fee	\$ 630	\$ 4.95
October		National Component rebate24068/Bank fee	\$ 580	\$ 4.95
November		National Component rebate-24258/teleconference	\$ 710	\$ 377.06
December		National Component rebate22369	\$ 700	\$ 0
		Total	\$ 7,910	\$ 9,490.86

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