

Minutes
OPSEU Local 586
General Membership Meeting
December 1st, 2015

- 6:25 pm C. Francis runs through prizes for night -
 - Cineplex \$20.00 (2), LCBO \$20.00 (3), Petro \$25.00 (2), Tim Horton's \$10.00 (3), Tim Horton's Mug \$6.00 (1), Dining \$75.00 (1), Samsung Tablet \$230.00 (1)
 - K. Laframboise draws a winner for Tim Horton's Mug - Brett Boertien
- 6:30 pm K. Laframboise announces dinner is ready

1. **Call to Order** by K. Laframboise at 6:45 pm

2. **Statement of Respect** read by Natalie Wright

3. **Adoption of the Agenda**

- vote to move #10. election of Area Council Delegates to February GMM as staff representative Adrian Cadawallader is not able to attend meeting
- Motion on floor to adopt agenda as amended
 - Moved by N. Ali; Seconded by C. Francis. Motion carries.

Establish Quorum

- Number of members required for quorum 5% or 18.
- Count at 7:00pm: 60 members present

4. **Previous Minutes**

- J. Sikora - projector is not working.
- Deferred to next meeting, February GMM.

5. **President's Opening Remarks** by K. Laframboise

- It was a long fight and we have a new collective agreement
- Would like to say to young workers and new hires - do not give up the fight.
 - we should not have a 2 tiered level where some members benefit fully and other members do not
- We will not be meeting with management (LERC) until the new year
 - we have issues with management that needs to be addressed
 - unfair treatment of members, bullying members
 - pitting members against members
 - managers are responsible for the environment in the offices, not members
 - keep on doing your job the best you can
 - we have a big fight coming at 1870 Wilson
 - J. Sikora and I will be meeting with the stewards of that office along with the LMT and both PMs

- there is the harassment of stewards and members by the LMT
 - you do not have to respond directly to your managers if you feel you are being harassed, contact your steward
- J. Sikora is our accommodations expert
 - all stewards will be learning from her
- This is my last GMM as your president, as I will be stepping down
 - This Local needs a full time president and I am out of the office most of the time at the DAU
 - J. Sikora will be acting president from January 1st until February 29th, 2016
 - in January, all offices will be holding votes for stewards
 - in February, you will be voting in your new executives. Terms begin March 2016
 - would like to thank C. Kraakman and G. Penada-Binks for all of their advice and guidance as two former presidents
 - J. Sikora recently won Region 5 Activist of the Year award
 - will still be a steward until February 2016
- draws a winner for Tim Horton's card - Ciji C
- draws a winner for Tim Horton's card - Elena S.
- draws a winner for Tim Horton's card - N. Florack
- Would like to thank C. Francis as my unit steward and treasurer or as I refer to her, "the Boss"

6. **Treasurer's Report** by C. Francis

- K. Laframboise draws a winner for Cineplex - J. Barnwell
- C. Francis - budget covers actuals for 17 months
- Ask for members to agree to a new budget for one year for 2016
- We got \$34932.32 from July 2014 to November 2015 in rebates from OPSEU Head Office
- We spent \$37402.17 from July 2014 to November 2015 leaving us with a bank balance of \$89585.00
 - numbers are due to the holiday give back and bargaining year with money being spent on mobilization
- Have to get pre-approval to go to community activities such as rallies
 - send your request to Opseu586
- We have a regular bank business account
- We pay dues to GTAC - it has been paid for the year instead of quarterly and we get 90% back in rebates from OPSEU corporate
- *C. Francis - motion to pass actuals as presented. Motion carries.*

7. **Proposed Budget** by C. Francis

- We will be pulling in \$24000.00 in rebates for 2016
- J. Sikora - suggest we make recommendations as we go along and do a big vote at the end
- Less: Disbursements 1) General Membership Meetings - \$6000.00 as it pays for meal, mileage, parking and tokens

- Less: Disbursements 2) Executive (LEC) - these are when the 4 of us meet and it covers our meals, mileage, parking and tokens
- Less: Disbursements 4) Alternates/Observers exp. (AGM) - no amount allocated
 - G. Peneder-Binks - motion to put \$1500.00 for those activities. *Al Devine seconds.*
 - K. Laframboise - covering transportation and meals. \$1500.00 is a lot unless we are covering hotels. I say \$500.00
 - G. Peneder-Binks - doesn't mean you are going to spend the \$1500.00
 - G. Charvis - we want to be able to cover 3 alternates
 - N. Jenkinson - no sense to have it that high
 - A. Iori - I say \$750.00
 - C. Kraakman - some may have to leave and go home, others may have to go on short notice
 - T. Sparks - why aren't we doing a vote
 - C. Francis - it's a debate and we need for people to be informed
 - N. Jenkinson - \$1500.00, clarify what it includes
 - C. Francis - that can be decided when we vote for who goes for convention
 - J. Sikora - let's allow for \$1500.00 for alternates for travel, meal and hotels and for travel and meals only for observers
 - C. Francis - this means we don't get to vote for this again. Motion carries.
- Less: Disbursements 6) Training (book offs 80/20%, and \$50.00 incentive for attending OPSEU EDU) - new line
 - to allow for book offs 80/20% like when we did the Day of Action
 - means steward is booked off for day from office
 - 80% covered by OPSEU Corporate
 - 20% covered by our Local 586
 - J. Sikora - we are hoping to do a book off for all stewards to get ASMP training
 - C. Kraakman - isn't OPSEU doing an educational on ASMP in February?
 - J. Sikora - yes but it is not Ministry specific
 - \$50.00 - J. Sikora - OPSEU holds educational 4x per year and some locals as a way to encourage members to attend offer cash incentives
 - a non-steward going for the 1st time will be paid \$50.00. If they become a steward, they will get \$50.00 for every educational they attend. If they do not become a steward, they can still attend educational but will not receive \$50.00.
 - G. Peneder-Binks - projected \$7500.00 is mostly for book offs and not incentive
 - C. Francis - yes
 - J. Sikora - vote to accept the \$7500.00 training budget. Motion carries.
- Less: Other Expenses 2) Labour Council Dues - Toronto & York
 - C. Francis - are we in agreement to stay affiliated? Majority agrees.

- we can only vote to stay affiliated; cannot vote for how much we pay
- Less: Other Expenses 4) Strike (including Other Unions) and Other donations: Mobilization
 - C. Francis - it was \$12000.00 and was brought down to \$10000.00
 - J. Sikora - we are not only only talking about bargaining. We got a bad deal and we need to be prepared. If we need to take action, the money is already there
 - G. Peneder-Binks - how did you come up with \$10000.00
 - C. Francis - no rationale, we actually decreased it by \$2000.00 and created a training line. For example could be holding lunch and learns when stewards learn about ASMP
 - N. Jenkinson - \$10000.00 is too high for lunch and learns. I think it should be \$5000.00
 - M. Irani - we did 2 lunch and learns and it cost about \$750.00. I second the motion at \$5000.00
 - G. Peneder-Binks - if we are reaching the \$5000.00 limit we can put it at the next meeting
 - C. Francis - the executive can come together and change it
 - K. Laframboise - we would have to call a GMM if we're coming close to \$5000.00 and that also costs money
 - we may not use it in 2016 but we will definitely need it for 2017
 - J. Barnwell - what's the issue if there's overage, if not all is spent
 - K. Laframboise - nothing. We are not spending the money. You are putting your executive and LEC in a position to keep coming back to the membership
 - J. Sikora - move for closure. Passes.
 - C. Francis - all in favour of \$5000.00
 - In favour - 17
 - Opposed - 37
 - M. Irani - motion for \$7000.00. Seconded by N. Jenkinson.
 - In favour - 11
 - Opposed - 36
 - K. Laframboise - motion for original \$10000.00. Seconded by N. Florack. Motion carries.
- Less: Other Expenses 4) Strike (including Other Unions) and Other donations: Morale
 - J. Du - how do we get some of the \$2000.00?
 - C. Francis - your steward puts forward proposal
 - J. Sikora - propose to your steward so they can take it to the executive
 - M. Irani - if one office uses all, then the other offices have none
 - K. Laframboise - amend for each office getting an equal amount of \$335.00
 - S. Muise - motion for \$350.00 for each office. Seconded by G. Peneder-Binks. Motion carries.
- K. Laframboise - leaving Christmas budget line as separate agenda item
- K. Laframboise draws winner of Cineplex card - Ada

9. **Holiday Lunch and/or Holiday Banquet Funding** by K. Laframboise
- K. Laframboise - we have 4 options. While J. Sikora writes options on white board, will draw more prizes.
 - draws a winner for LCBO - Al Devine
 - draws a winner for LCBO - Kathy Domingue
 - draws a winner for LCBO - Chantale Damonze
 - draws a winner for Petro - Wendy Zhang
 - draws a winner for Petro - Carlos Lazaro
 - To be clear, options are towards your lunch event or gift cards. You will not be receiving cash, there is no cash being given to anyone.
 - Option 1) \$40.00 for each member at 361 members is \$14440.00
 - Option 2) No \$40.00, but instead allocate to a party in January 2016.
 - Friday January 22nd - venue, meal and 1st alcoholic drink. Partners pay \$40.00
 - Minimum \$12600.00 for 250 members
 - Maximum \$18050.00 for 361 members attending
 - Option 3) \$30.00 for each member and still have a party in January 2016
 - Minimum \$23430.00 for 250 members attending banquet
 - Maximum \$28880.00 for 361 members attending banquet
 - Option 4) \$40.00 for each member and still have a party in January 2016
 - Minimum \$27040.00 for 250 members attending banquet
 - Maximum \$32490.00 for 361 members attending banquet
 - C. Francis - if you're worried about what's going to happen in 2 years, by then we will be pulling in \$48000.00. This is not setting a precedent. We may not be able to do this again, but right now we have \$89585.00.
 - S. Muisé - I worked 15 years at CUPE and I vote we do it
 - T. Sparks - motion to propose 5th option: double #1 to \$80.00 for \$28880.00
 - A. Iori - I think we deserve \$100.00. Are we really going to get 250 people?
 - J. Sikora - speakers list: M. Irani, G. Charvis, N. Jenkinson
 - M. Irani - Yorkdale cannot hold that number of people, 250
 - J. Sikora - the venue I have talked to can
 - M. Irani - I say \$50.00
 - J. Sikora - let's see if banquet is happening then talk about money
 - G. Charvis - a party is more beneficial to members as something they can remember
 - N. Jenkinson - Local is not covering any other expenses and so are excluding a number of people such as those with elderly parents or need childcare
 - J. Sikora - hold a vote for holding a banquet
 - Motion for Local 586 to host holiday banquet for a minimum of \$12600.00 to a maximum of \$18050.00.
 - Moved by J. Sikora; seconded by C. Francis. Motion does not carry.
 - J. Sikora - we have 3 proposed amounts of \$40.00, \$80.00 and \$100.00 for \$14440.00, \$28880.00 and \$36100.00
 - Joanne L. - propose \$50.00
 - C. Francis - that's \$18050.00

- J. Sikora - instead of a formal vote, let's do a test the house vote so we can cancel any minimum options easily and then can have a formal vote
 - \$40.00 - 7 votes
 - \$50.00 - 11 votes
 - \$80.00 - 2 votes
 - \$100.00 - lots of votes
- J. Sikora - final vote is for \$50.00 or \$100.00
 - \$50.00 - 25 votes
 - \$100.00 - 33 votes

9. **Donation to Local 294**

- C. Francis - all in favour of budget
 - C. Kraakman - where's the line for this donation to another Local
 - J. Sikora - there's a line missing for donation to Local 294
- J. Sikora - amount under #4 other expenses to give donations for \$2000.00
- C. Kraakman - who are we donating to?
 - would like to amend for budget line to be a maximum of \$200.00 to any organization to be able to give to 10 organizations. Seconded by N. Jenkinson.
- K. Laframboise - we just spent \$1800.00 on our meal; we want to be able to help, not say we can only give you \$200.00
- J. Sikora - speakers list: N. Jenkinson, G. Charvis, C. Kraakman, S. Muise, T. Sparks
- N. Jenkinson - maybe we can make an exception this time but keep it at the \$200.00 max for 10
- J. Sikora - Local 294 has been on strike for 7 months. Labour board made binding arbitration but even though their strike is over, some may not return to work until January 2016
- J. Sikora - \$3000.00 with \$1000.00 to Local 294 and \$200.00 max to other organizations?
- C. Kraakman - no
- J. Sikora - okay, keep it at \$2000.00. Give Local 294 \$1000.00 and pay out the rest in \$200.00 increments
- G. Charvis - leave line item at \$2000.00 to give us flexibility rather than limiting us
- C. Kraakman - I already spoke
- S. Muise - have we donated before
 - K. Laframboise - donated \$1000.00 to Homes First
 - S. Muise - propose give them \$1500.00 or the whole thing
- T. Sparks - squash political donations altogether because president of OPSEU, Smokey Thomas just this week said how proud he is OPSEU does not support any political party
- J. Sikora - this is how the labour movement works; we help those in need.
 - \$2000.00, \$1000.00 to 294 and 5 others to a maximum of \$200.00. Passes.

11. **2015 - 2017 Collective Agreement** by J. Sikora

- you have a photocopy of the major changes and additions. Document will be emailed to everyone. If you have any questions please see your steward

12. **Attendance Support and Management Program** by J. Sikora
- Has a risk of causing hardship; if you are sick, stay home
 - Do not go into a meeting without support
 - Chronic illness can be bundled or discounted altogether
13. **Pre-LERC Survey** by J. Sikora
- About quarterly, we meet with management to discuss ongoing office issues
 - A survey was developed to help us identify what issues are important to you and are affecting each office, so we can take them up to management
 - It will be emailed to your home and will take only 5 minutes to fill out
 - Final motion to adopt budget
 - Moved by C. Francis; seconded by M. Irani. Motion carries.
 - K. Laframboise draws winner for dining card - Tanya C.
 - K. Laframboise draws winner for Tablet - Georgette C.
14. **Adjourned** 8:50pm

Minutes Approved on December 3rd, 2015:

Jessica Sikora, OPSEU L586 Vice President

Karl Laframboise, OPSEU L586 President