

Meeting Minutes for Y025 AGM, October 28, 2019

Call to order

PSAC north and YFL will be sending members to conferences. PSACN, occurring next June in Whitehorse, deadline is December 5, YFL deadline is November 18.

- **President's executive report** - Keri Moore (Attached to these minutes)

Several members do not want Erna to be our negotiator. How do we get a new negotiator? Why wasn't this looked into? Multiple members do not want to be a part of the bargaining team if Erna was going to be the negotiator again.

Point of privilege from Dianne Williams - If we wanted to get a new negotiator we could apply to the VP of PSAC in Ottawa with a list of reasons.

- **Vice President's Report** - Leah Santo

Have not done any grievances yet, but is shadowing Keri to Joint committee meetings and learning how to fill her shoes so to speak. Getting experience with dealing with management.

- **Chief Shop Steward** - Simonne Chalifoux (Attached to these minutes)

People working through their meal breaks, it is the job of management to make sure that meal breaks are accommodated. We have language in our collective agreement on workload related issues.

- **Secretary Report** - Jesse Wagner

Took shop steward training course along with several other rounds of training. Made posters and brought RAND cards into the hospital for members to sign.

- **Treasurer Report** - Cara Millar (Attached to the minutes)

This year's budget as proposed by Cara.

We have increased our \$19,154.39 in our account by around \$1,400 this year.

GICs grew by \$200.

\$39,000 total in our accounts.

Total expenses so far this year were \$75 out of the \$2000 allotment.

Education allotments, charitable donations, and per diems for executive members have not been taken out yet.

- **Education Committee**

Matt White hired into staff dev for management. Reviewing all mandatory education throughout the entire hospital. What's mandatory and what should just be personal development. Members of education committee may be able to sit in on the employer's meetings. Reach out to Matt White if you are interested.

Haven't had to turn anybody down for education allowance.

Dianne says if it's not directly job related, one may be turned down for it.

Simonne argues that all of the unnecessary, mandatory education means that almost any course may be seen as being part of your duties.

Poor response time from the education committee taking roughly 6 months and 10 emails to receive a response.

- **Health and Safety Committee** - Dianne Williams PSAC regional H&S committee. (Attached to these minutes)

Reports maybe should be submitted before meetings so they might be projected so everyone can read them.

Dianne, as a H&S rep, is not recognized in the workplace like the shop stewards are.

We might acquire noise testing devices from Hummingbird Medical to be used in louder environments to see what people are put through on a daily basis. Helps to verify that noise levels are within acceptable margins.

The members do not agree to use the devices or pay for them at this time however.

Would it be possible to help to pay for radon kits or to help pay for radon awareness month?

Hospital H&S committee may be interested in testing some areas for noise pollution or may be able to take it upon themselves to find trouble areas and to help mitigate the risks.

- **Classification Committee** - Heather Milford (Attached to these minutes)

Equal pay for equal work.

Tentatively adding health care aids, NHA, PSW to front line workers in nursing stations in the communities. Used mostly for 1:1 patients with dementia, for example, or for people who need more attention that the RNs aren't able to afford them. The employer must make sure that nurses positions aren't being replaced by these health care aid workers and that they are only being used on a temporary basis.

Currently WGH has hired Casual HCA's for the inpatients area and intend to use them when patient care demands are increased or patients requiring one to one staff etc. YHC has created a new job description for Advanced Paramedics and intend to use them in Communities only at this point.

- **Workload Committee** - Keri Moore (Attached to these minutes)

November 19-22 focus groups for the entire hospital.

Management has been told to allow employees time off in order to be able to attend the meetings.

Ann says to make sure that finance and all smaller departments are not being left out of these focus groups as well.

Keri explained that the top areas were selected according to the survey results but the idea of the “open” session is for anyone who would like to attend that isn’t included in other groups.

Motion from Dianne Williams, for Keri to find out from management why Still Space/Chapel has been closed and moved to medical ward, and original room has been used as storage. Seconded by Luke.

No vote was cast but Keri has agreed to bring it up with management pending that someone type something up for her to bring to management.

Dawn moved to request our regional VP approach director of bargaining for PSAC about appointing a new negotiator. Seconded by Chad.

Voting was by secret ballot and the Yes's have it.

Dawn will draft up a report for Keri to send to Jack Bourassa regarding changing negotiations by November 8th, 2019.

Bargaining may start at end of November or start of December.

What reasons for replacing Erna?

Could we have a special meeting in order to ask what the membership thinks about bargaining, replacing Erna.

The team decides items to bargain for based on what the members are asking for, how many people are affected, etc.

Some people feel betrayed that Erna used our physio as a strike mandate, and then saying that it was already decided long ago that it had already been lost. People were feeling like there was some gas-lighting happening.

Membership not having trust in a negotiator, any negotiator, can create problems if it comes down to a strike vote, and also people losing faith in the bargaining team.

Simonne could see the uncomfortability in the room and could see that the membership felt uneasy with the way that the information was being transmitted from Erna to the membership. Especially noticeable with this newest round of bargaining.

How are the negotiators evaluated? Are members canvassed? Are the members voices being heard when

it comes to being happy with the results of our agreement?

If the bargaining team themselves don't feel like they're being heard by the negotiator then that can impact the agreement, and their willingness to contribute.

- **Bargaining Team Elections**

Tamara moves to postpone the bargaining team votes two weeks until we can have a specific meeting for bargaining teams to get more people to come to the meeting.

The yes votes have it.

The meeting to vote for the new bargaining team has been set for Tuesday, November 12 at 6pm.

Cara, Leah, and Ann (as Backup) were nominated and are considered to be in the running for the November 12 elections for the Bargaining team.

Should the election go to a vote, we will attempt to call or otherwise contact the nominated members listed above before the votes in order for them to fairly represent themselves.

- **Executive Elections**

Leah Santo was nominated by Cara for Vice President and was seconded by Dianne. Leah accepted the nomination and ran unopposed.

Leah Santo once again wins the role of Vice President.

Cara and Jesse were nominated for Chief Shop Steward, but as they already have executive positions they would have to give up their incumbent positions to do so. They both decline to leave their current positions.

Donna was nominated as chief shop steward, but declined the nomination.

The vote for chief shop steward has been tabled until the November 12th meeting.