

Annual General Meeting 2015

February 3, 2015

Debbie Shields, Local president: called the meeting to order.

She began by welcoming the long term members, Maria Wormsbecker and Aileen Duncan as well as

Guest speakers: National President Bob Campbell and RVP Jamie VanSydenborgh. She also introduced the current executive.

Debbie asked that we remember our members that passed this last year with a moment of silence.

Susan McKenzie, Cathy Giovinazzo, and Greg Mills (PIPSC).

Debbie asked for a motion to adopt the minutes from last year: f/s/c Bob Black, Dave Miller

Approval of the Agenda: f/s/c, Cathy Majore, Bob Hoo.

Motion to adopt the reports: f/s/c, Sandra Harrington, Teresa Geoghegan carried

There was a motion to divide the budget from the other committee reports: f/s/c, Bob Black and Dave Howard

The discussion was open to the floor on line items and financial statements of the budget.

- Moved: f/s/c, Rachel Papin, Bob Black
- Bob Black wanted to speak to education and training the treasurer, Gina explained that the conference money was all moved to education
- It was discussed that the money was moved because of the upcoming EO conference and around training of the new executive. Brother Black indicated that the PSAC offers a union development training course and that is covered by PSAC. This is noted by the new local executive.
- The line item for Health and safety was increased because of the conference that is coming up. This happens every 3 years
- UTE presidents' conference was discussed and the increase on this line item is due to executive decision to present the information differently and clearly to.
- Dave Howard insisted on knowing the formula that was used for the increases due to the anticipated increases within the upcoming year. The treasurer explained that the executive sat down and decided how the money was to be allocated based on the last three years history and the current year projections.

- Mary Salonen-Martins asked why the reports of the people sent to conferences were not included in the AGM package. The executive explained that the information from all conferences is posted on the website.
- Linda Keegan-Dudley added that any member that goes relays the information back to the stewards at the quarterly steward meetings.
- Sue also indicated that anyone is welcome to attend all meetings and that they do not necessarily have to be a steward as everyone is welcome to attend.

It was offered by a member that perhaps notations be made to clarify any significant changes to avoid any confusion going forward. This was noted by the new executive.

- Bob black indicated that each person that goes to conferences etc should be asked to write a report of everything learned so this can be shared with the membership. The president indicated that moving forward, the new executive can make that call.
- A Motion to accept the budget was carried.

Teresa Geoghegan was called up to report on the recent election.

She indicated that the elections just took place:

The First day of elections took place on Jan 21, 2015 and January 22, 2015 and the run off occurred on February 6, 2015.

It was decided by the membership via election that the current executive would be as follows:

The new president would be Clarkson Newport

The new 1st vice president would be Steve Bowden

The new 2nd vice president would be Dave Miller

The new Treasurer would be Tracey Sampson

The new secretary would be Lisa Denvir

The new chief steward would be decided at a later date.

There was a motion to destroy the ballots; f/s/c Dave Howard and Cathy Majore

Rose Dejardin rose to speak and said that she does not know who anyone on the executive members that were just voted in. It was explained that 65% of the members voted and that it was up to us as voting members of our union to make ourselves aware and get to know who we are voting for.

Debbie Shields' speech:

She indicated that this was a tough year for CRA employees, we still have no contract but still holding on to the severance.

- She reminded us that there are wfa's in our office and to remember that there are people affected in our office.
 - The bargaining team is back at the table this month.
 - She informed the membership that they may or may not be aware that the employer is sending word up to headquarters. Everything that we do is noted by the employer.
 - She thanked Maria for her dedication
 - She wanted to quiet the rumors that; sick leave is not on the table must be on the table before bargaining begins.
 - She indicated that the employer taking the severance is a given.... Most likely not be immune to this as well as all other government departments that have already lost this in negotiations.
 - We will not be going on strike any time soon and as long as talks continue there will be no strike.
 - She reminded us to check the union boards for union business.
 - She stressed-- DON'T access information
 - She also reminded us of the scholarship awards offered by UTE and PSAC
 - Please update your addresses on the UTE website
 - She updated the membership on the hard working executive team members who fought to have the terms receiving additional hours, members who were placed based on accommodations, members returned to pools, equal opportunities, work reviews changed, being approved for LWIA and sick leave were reinstated, SP04's coming in to replace the students and also having job descriptions changed
- Union is always working and fighting for your rights.

She also reminded the membership that these are all volunteer, unpaid positions.

She thanked everyone for listening and introduced the UTE National President Bob Campbell to take the stand.

BOB Campbell took the microphone and gave thanks to the local executive for all their hard work over the last term.

- We told us that this is a hard time to be a civil servant, however we are standing up and together we are getting stronger across the country. The evidence is there.
- National officers have been going to all of the offices and talking to the members. They want the membership to make informed decisions.
- No more ME mentality. Giving up our severance is the start of concession bargaining and the position of UTE is that we will NOT do concession bargaining. We will not disrespect the sacrifices that the members before us fought for.

- The amount of severance is 2% per year currently. The employer is offering 1.75% and .50 for the second year. We are not going to do what everyone else is doing.
- Once they start severance then they go after sick leave next it will be our pensions. Their plan is to switch from a Defined pension plan to a defined contribution plan.
- Bob also assured us that no one is talking about strike.
- As long as they are talking we are not losing anything. It takes 2 to negotiate. The exact same offer is on the table from the employer since 2012. Rational is that – everyone else is doing it – so you have to do it. We will not bow down just because everyone else is doing it.
- If they offered what they did to CBSA \$1200 per year to give up severance. The employer is offering .0025% and this is not acceptable.
- They want you to take a short term gain for a long term loss.
- Positive feedback is coming back to the National office is everywhere
- He is proud to announce that Swag and support is visible in all the sites. This has not gone unnoticed by national or the employer.
- Everything in the contract was fought for you by your predecessors.
- He informed us that News letters are coming out.
- Put up your signs and show the employer that you support your management team.
- He assured us that this is not the union slowing down the process of negotiations but the employer is not negotiating. They have the same offer on the table as they did 2 years ago. They won't because they don't have a retention or a recruitment problem. They are saying that we are expendable. We say No!
- He indicated that they are arranging meet and greets work!
- We need to hear from the members. Speak to your executive as they send information up to the national office.
- If they ask you to vote based on a decision by the membership. He urged us to think of what you are giving up before you make your vote.
- He added that management will not discuss wages in the 3rd year in the contract.
- Me too clause. They want to change it based on their own decision
- Time is on our side. We lose nothing by waiting. We are the only ones who still have one.
- We need to look to the future.

- A member asked how far away we are in the negotiations and he replied that we are asking for inflation (3%)
- He added that there is no grandfather clause to the pensioners.
- It is cheaper to stay in a defined pension plan, however the employer prefers we go the other one
- A sister asked about a forced vote. He explained that this would be done by the employer.
- It will still go to a vote to the membership and if it was turned down, they would go back to the table. Once they tried to force a vote it would be a minimum of 6 months before they could force another one.
- A sister indicated that the employer sent out a message on infozone that told the employees that they have the right to strike. The president assured us that right now time is on our side
- Another sister asked what the national is doing to prepare us for the immediate future.
- Bob indicated that they will always go back to the members and make sure they are informed. He is asking locals to report back and find out what is happening in their locals.

Sister Loraine said that she is collecting emails for workshops for the new elections. CLC and different types of training and networking all unions in the Hamilton/Niagara area.

A member asked if our union considered speaking to other unions.

Bob answered saying that they are giving out information to everyone. And to give them an informed vote.

- Another member wants to know what it is that we can do. President indicated that they are only asking to actively and visibly show support for the bargaining team
- He also suggested that the membership email the minister - like he asked you to—Mr touche you asked me to email you, why aren't you negotiating with my union?

Bob thanked everyone for the invite and stepped down.

- Debbie wanted to cover the new business:
- Bylaw 18: it is opposed—non concurrence
- Proposed dues increase: Bob Black, Mary Martin, Opposed
- Change to regulation 7:

No longer have quorum so new business could not be conducted.

Jamie Vansydenborgh (Southern Ontario RVP) took the podium:

Jamie indicated that he did not want to repeat everything that the Local president and the National president just said but he wanted to add:

- Extreme gratitude: local for everything they do for the members. Representing the members at conferences and committees and the everyday, behind the scenes things that they do regularly.
- He indicated that he has been engaged in challenging discussion and debate with these members. Communicating with him is appreciated.
- He will miss the local executive members who are leaving. We certainly have had our ups and downs but that we always had the member's best interest at heart.
- He welcomed the new executive members
- He said that he will be very busy for the next few weeks doing site visits across the region but his door is always open to stewards and members.

Debbie took the stand and thanked everyone. And finished with this final note: There is no greater calling than to serve your brothers and sisters and to have done it well.

The new executive members were called to the front to be sworn in as the new Local Executive for the Hamilton Local 00014 by Bob Campbell.

Clarkson Newport, President

Steve Bowden, First VP

Dave Millar, Second VP

Tracey Sampson, Treasurer

Lisa Denvir, Secretary

Everyone was congratulated and the meeting was adjourned.

