



**Minutes of General Membership Meeting
8 November, 2017 12:00 p.m.
CIBC Hall**

<p>With 53 members in attendance, Emily Heikoop, President of Unifor Local 5555 chaired the meeting.</p>	
<p>1. Roll Call Of Officers</p>	Appendix I
<p>2. Approval of Agenda Without quorum, the agenda will be followed for information only.</p>	
<p>3. Approval of Minutes of Previous Meeting Minutes were posted but cannot be approved due to lack of quorum (at this point in the meeting).</p>	
<p>4. Report of the Auditor P. Gibel of Grant Thornton reviewed the report of their audit of the 2016 financial statements of the Local. He reported that it was a clean audit report and the Local is in a good financial position. P. Gibel further reported that they have been working with the team regarding the purchase of a building. He stated that it makes sense to have a home for the Local and there are many reasons for the purchase of real estate.</p>	
<p>5. Report of the Financial Secretary K. Sardella reviewed her report including the year to date financial statements as of September 30, 2017 with percentage comparison to the 2017 budget and the proposed budget for 2018.</p> <p>Income to September 30th is 83% of the 2017 budget including increased income from the sale of tickets for Recreation Committee events.</p> <p>The proposed income for 2018 is increased to reflect the dues anticipated and more recreational activities being offered.</p> <p>In reviewing expenses, K. Sardella noted that no payments have been made to COUSA. This body has changed and is now the Coalition of Post-Secondary Workers of Ontario (CPWO).</p> <p>Increased costs are reflected in the 2018 budget for salaries, release time, solidarity and donations.</p> <p>Expenses for 2017 appear low for travel, however, our delegates will be attending two large conventions before the end of the year. Professional fees are low which reflects that some arbitrations will carry over to 2018.</p> <p>There is an increase reflected for property rent in 2018. Our administrative office rent has increased to \$6095. per month, however, we negotiated an “escape clause” in the lease should we purchase a property. Rent will also be paid to the University for our campus office space.</p> <p>The Committees costs are slightly over budget for 2017 as we have offered more activities and events for our members this year. We also have a new and active Retirees Chapter.</p> <p>K. Sardella moved the adoption of the 2018 proposed budget. Seconded by D. Ciavarella.</p> <p>K. Sardella further reported that it is anticipated we will not use all of the funds budgeted for solidarity and donations in 2017.</p> <p>K. Sardella moved that the balance of the donation budget line as of December 10, 2017 be</p>	Carried.

<p>donated to Hamilton Foodshare.</p>	<p>Carried.</p>
<p>6. Recognition of New Members Two new members were welcomed to their first Unifor Local 5555 meeting.</p>	
<p>7. Report of The President – E. Heikoop The Women’s Committee shared a table with the University at the Take Back the Night event at City Hall.</p> <p>Our national Unifor President, Jerry Dias, is involved in the renegotiates of the NAFTA agreement.</p> <p>Some of our members attended a rally in Woodstock in support of Local 88.</p> <p>The ongoing strike with Ontario colleges continues with a vote in the final offer is scheduled for November 14-16, 2017.</p> <p>Resulting from a strike vote held on October 27, sessional workers represented by CUPE and working at McMaster may go on strike. The main issue is precarious work. If a strike occurs, please support them by honking when you drive by, or walking the picket line with them, making sure to do so on your own time (e.g. Lunch, before/after work), not on University time.</p> <p>The dental office located in the McMaster Student Centre is currently bargaining their first collective agreement. There are some flyers available today with information regarding their position. If you wish to offer support, please use your personal e-mail accounts, not your @mcmaster accounts.</p> <p>In the spring, there was a review of the LTD providers. The University stayed with Sun Life, while MUFA has split off to its own group. Our rates are based on the LTD claims experienced. During the review, it was discovered that there had been both overpayment and underpayments of LTD benefits. The review has been finalized and as it indicates that our LTD experience was higher, there is a good change that the rates will increase in January.</p> <p>E. Heikoop, K. Sardella and B. Diacon attended the first conference of the CPWO conference. This body was previously COUSA. The conference was very interesting and was an opportunity to meet with delegates from Carleton, Trent, Lakehead, and York. There were reports from the universities and training opportunities. Beth Couchman is now Vice President of CPWO and Sarah Sullivan is the Recording Secretary.</p> <p>Other conventions coming up before the end of the year include the Ontario Federation of Labour Convention and the Unifor Ontario Regional Council.</p> <p>B. Couchman sits on the McMaster United Way Campaign committee which currently is running an online auction. Please consider supporting this campaign.</p> <p>We need to hold an election for the position of Trustee to complete the current term until the end of 2018. A call will go out to the membership tomorrow.</p> <p>As we have four vacancies on the Election Committee, Rosemary Viola, Chair of the Retired Workers Chapter, will oversee this election for Trustees. Any member who may be interested in sitting of the Elections Committee, may volunteer to assist her in this election.</p>	
<p>8. Reports of Officers, Standing Committees, Delegates</p>	

a) Vice President – B. Couchman

We had an arbitration set for December 6, 2018 however it has been postponed until the spring. The issue on this job description regards the mental effort sub factor. The member who was in this position is currently on maternity leave. Historically, arbitrators will not rule on this without a time study being done. Based on that, we will wait until the member returns to work before continuing with the arbitration.

The Joint Anti Harassment Committee have had several investigations this year. One is just wrapping up while another is just starting. It is apparent that there is a need for training in some departments. In one case, a member had to actually leave a department. The person who is harassing the department is a doctor who states that she cannot take the time to attend training. Based on that, we have now filed a policy grievance at Step 2.

B. Couchman reported on the Local's progress toward purchasing a building. The Committee, including E. Heikoop, K. Sardella, B. Couchman, S. Sullivan and J. Petteplace, have a budget of \$1.5M. After viewing many possible buildings, it is not possible to find anything near the University within that budget. They have put in an offer, with several conditions, on a building on the mountain. The offer does include the need for a variance change. This is not a re-zoning but rather a variance change. They are in the midst of processing the necessary paperwork through City Hall. There are a lot of stipulations on this purchase, so they are still looking at other properties but leaning toward the purchase of the property on Hester Street. They have worked with lawyers to become incorporated. As a Local, we cannot own a building but once incorporated we can.

b) Report of Guide – S. Antanaitis

As well as being the Guide, S. Antanaitis chairs the Women's Committee, and reported on that here. The Women's Committee participated in the Take Back the Night event on October 27th. The event was organized by SACHA and was a great success. We shared a table with the University's Equity and Inclusion Office. With many "give-aways" and donations from various departments, the booth was quite popular, as we had a spinning game wheel. We are looking to improve our participation next year with better advertising and collecting donations for a specific cause.

Plans are ongoing for the annual International Women's Day lunch to be held next March in Celebration Hall.

c) Unit 1 Chairperson – B. Diacon

B. Diacon attended a good workshop put on by the CPWO on the duty to represent. This is the most important topic for unions to understand properly. It is a legal requirement for all unions to represent all their members fairly.

B. Diacon also reported on a meeting held with the University's actuaries regarding the cost of maintaining the Rule of 80.

d) Recreation Committee – K. Sardella

There is a wine tour being offered on Saturday, November 11, 2017 and tickets are still available at cost of \$30. per person.

e) Education Committee – K. Sardella

Our Local is hosting a course is being offered by the national union on November 18, 2017 on

<p>Planning For Your Future. This course will include several guest speakers including retirement topics such as pensions, financial aspects and one of our own retirees. Members and their partners/spouses are welcome to attend.</p>	
<p>9. New Business</p> <p>A member raised concerns about the process of posting temporary jobs vacancies, specifically whether or not a position is actually temporary.</p> <p>E. Heikoop responded that the union tracks every job posted. B. Diacon explained the process used to track postings and how we follow up with Human Resources, particularly if a position is posted for less than 5 days. There is concern that our collective agreement does not cover temporary employees. E. Heikoop encouraged members to contact the union office should they have questions regarding a specific job positing.</p> <p>M. Taylor, a new member working in Financial Aid, thanked the Local for their work.</p>	
<p>10. Adjournment</p>	

APPENDIX I

All Units General Membership Meeting – 8 November 2017 *Roll Call of Officers*

Emily Heikoop	President	Present
Beth Couchman	Vice President	Present
Karen Sutton	Recording Secretary	Present
Kim Sardella	Financial Secretary	Present
Jennifer Petteplace	Trustee	Present
Sarah Sullivan	Trustee	Present
Sarah-Kai Antanaitis	Guide	Present
Stephen Goertz	Sergeant-At-Arms	Present
Barry Diacon	Unit 1 Chair, Non-Teaching Staff	Present
Linda O'Hara	Unit 2 Chair, R.M.A.	Present
Jeremy McFarlane	Unit 3 Chair, Parking & Transit Services	Regrets
Gregory Hamilton	Unit 4 Chair, Special Constables	Regrets
Jim McAndrew	Health & Safety Coordinator	Present
Rachelle Ireson	Young Workers Committee	Present
Rosemary Viola	Retired Workers Chapter	Regrets