



**Minutes of General Membership Meeting
25 September 2018 – 12:00 p.m.
CIBC Hall**

<p>With 96 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 Motion moved by B. Diacon, seconded by R. Stevens that the agenda be approved as presented.</p>	Carried
<p>3. Approval of Minutes of Previous Meeting Motion moved by K Sutton, seconded by B. Diacon to accept the minutes of May 29, 2018 as distributed.</p>	Carried
<p>4. Correspondence No correspondence was reported on.</p>	
<p>5. Introduction Of New Members Many new members attending their first Local meeting were welcomed with applause.</p>	
<p>6. Report Of The President E. Heikoop reported on a busy summer including the move to our new offices on Hester Street. An open house is being planned so members can drop by and see our new space.</p> <p>Early in the summer, the LTD premium increase was implemented. In 2016, the University underwent the Request For Proposal process, It was a very long, complicated process. This was done concurrent with Unit 1 bargaining. Sunlife was chosen and part of their proposal included a 2-year rate guarantee. MUFA took the opportunity to pull out of the larger pool and go on their own for LTD. As the LTD plan had not been negotiated before, the administration of TMG< MUFA and Unifor had no language around what would happen if one group wanted to change the provisions of their plan. There was a pool of money that had to be split. We were able to negotiate a proportionally large part of it that was used to keep our LTD rates at the 1.2% it had been previously. The Sunlife rate guarantee would have been 1.4%. That ended after 2 years. Sunlife is now calculating our premiums based on the experience rating of our pool only. If it is any comfort, we were the lowest increase of the groups. We met several times with the University. We will be raising this issue in bargaining.</p> <p>Back in early August, the members of Facilities Services voted to join our Local and we are happy to welcome them. We had their first union meeting at which they elected their Chair, Chantelle Hankins along with their bargaining team: Gunnar Christiansen, Anne Richards, Jan Tajzler and David Zalitack. We will begin bargaining preparation next week and have a few dates already scheduled for October. We hope that you will welcome them into our local and give them your support over their upcoming negotiations.</p> <p>During the last week of August, Unit 3, Parking Services, negotiated a new collective agreement. A tentative agreement was ratified, most importantly, with no concession:, wage increases for the Full time members and language to bring the Part time wages onto an equal playing field with the Full time doing the same work. Thanks to the bargaining team, Jeremy McFarlane and Beth Couchman for their hard work.</p> <p>Delegates attended the Unifor Canadian Council in Halifax in late August. The national delegates voted overwhelmingly to support the Executive decision to disaffiliate from the Canadian Labour Congress. Unifor National continues to negotiate with the CLC as we do believe that the house of labour is stronger when we are participating, however, the issues that led to the disaffiliation still need to be addressed.</p>	

<p>Details of two days of action were highlighted: The Day of Action for \$15 and Fairness in from of Stephen Crawford's Oakville office on October 15 and a Rally for the Ontario Health Coalition at Queen's Park on October 23.</p> <p>Details of the upcoming Orange Shirt Day on September 30too recognize the experience of residential school survivors were shared and shirts distributed.</p>	
<p>7. Report of the Financial Secretary</p> <p>K. Sardella explained her role in the Local and the process followed for developing and presenting the annual budget. She then reviewed the Local's year to date financial report as of August 31, 2018 as distributed. Noting that we are 66% of the way through year, it was highlighted that we have received 75% of the budgeted income for 2018. Expenses are expected to increase before the end of year due to negotiations for Unit 5's first collective agreement. With the purchase of our new office building, the cost of rent will be less than budgeted. Total expenses to August 31, 2018 are at 62.2% of the 2018 budget.</p>	
<p>8. Opening of Nominations for 2018 Elections</p> <p>B. Couchman reported on behalf of R. Viola. Nominations are opening as of this meeting and will close at the general meeting on November 14, 2018. The three year term of office will be for 2019 through 2021. An e-mail will be sent to the membership outlining the positions on the Executive Board and for each unit as well as the nomination process. You may drop your nomination form off at either of the Local's offices or they can be e-mailed directly to the Elections Committee. If there are two or more people nominated for any position, an election will be held for that position. Elections will be announced at the November 14 meeting and campaign procedures reviewed. Our elections are held by an electronic vote. Members in Unit 5 may use the computers provided by the University or they may contact our campus office for assistance. Members should watch for the Elections Committee e-mail or check our Local website for updates on the elections page.</p> <p>Unit 5 have already elected their Unit Chair and Workplace Committee for the term ending December 31, 2021.</p> <p>R. Belowitz asked if you can sit on the Bargaining Committee without being a steward. B. Couchman clarified that you need to be a steward first. We bring in experts from the National Office to assist in bargaining. There is a Paid Education Leave Course on bargaining and members are encouraged to take the course if they are interested in participating in bargaining.</p>	
<p>9. Reports of Officers, Standing Committees, Delegates</p> <p>a) Bylaws Committee</p> <p>J. McAndrew, Chair of the Bylaws Committee, reported that there is a need, from time to time, to amend our bylaws. The question arose as to the standing of a member who accepts a Career Growth position within the Management Group. While on a Career Growth, a member may have a conflict of interest in holding an elected position.</p> <p>A Notice of Motion was presented by J. McAndrew that, at the November meeting, members will be asked to vote on the motion that: Members on Career Growths external to any Local bargaining unit shall not be eligible to hold office for the duration of the external appointment.</p> <p>It was further clarified that as a Career Growth can be extended, a by-election would need to be held if a member holding an elected position accepted a Career Growth. They could not simply return to the elected position once the Career Growth is completed.</p> <p>b) Aboriginal and Workers Of Colour Committee (AWOC)</p>	

C. Agbassi introduced herself and explained that this is a new Committee for our Local. Unifor encourages all Locals to have an AWOC. The Committee needs members to help people speak up and work toward equity. Anyone interested in participating in a first meeting of the AWOC Committee is invited to email AWOC@unifor5555.ca to help us decide how we will move forward.

E. Heikoop thanked C. Agbassi and explained that Chikka has attended the AWOC Conference held at the Education Centre in Port Elgin. We appreciate her enthusiasm in helping to establish this Committee.

c) Political Action Committee

S. Antanaitis reminded members that she and Barry Diacon, Unit 1 Chair, are in the campus office. Their door is always open. To become involved in the union, being a steward is often a first step. There is training available and they are willing to provide one-on-one training as well.

On behalf of the Political Action Committee, S. Antanaitis and B. Diacon spoke of the municipal elections coming up on October 22. Our members come live in a variety of communities covering 52 ridings, it is difficult to provide information for all candidates in every area. However, they do have links to resources on our Local's website. Both the Hamilton Spectator and the Hamilton and District Labour Council offer some analyses on their websites as well. All members are encouraged to vote in their municipal electoral district on October 22nd.

10. Adjournment

The meeting was adjourned at 12:55pm

APPENDIX I

All Units General Membership Meeting – 25 September 2018 *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	Regrets
Sarah Sullivan	Trustee	Present
Angela DiNello	Trustee	Regrets
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	Present
Gregory Hamilton	Unit 4 Chair, Special Constables	Present
Chantelle Hankins	Unit 5 Chair, Operations and Maintenance	Present (late – missed roll call)
Jim McAndrew	Health & Safety Coordinator	Present
Rachelle Ireson	Young Workers Committee	Regrets
Rosemary Viola	Retired Workers Chapter	Regrets