



**Minutes of General Membership Meeting  
27 January 2016 – 12:00 p.m.  
CIBC Hall**

With 97 members in attendance, M. Root, President, chaired the meeting for information only.

<b>1. Roll Call Of Officers</b>	<b>Appendix I</b>
<b>2. Approval of Agenda</b> The agenda as posted will be followed for information only.	
<b>3. Approval of Minutes of Previous Meeting</b> a) 20 November 2015	<b>Tabled</b>
<b>4. Correspondence</b> No correspondence was reported.	
<b>5. Introduction Of New Members</b> Several new members stood to be welcomed.	
<p><b>6. Report of the President – M. Root</b> Subsequent to the elections, several members have requested to join committees. The Executive Board has made temporary appointments until they can be approved by the membership at a quarried meeting: <i>Hamilton and District Labour Council:</i> Lindsay Godard, Anthony Tambureno, Barry Diacon <i>Unit 1 Stewards:</i> Rosemary Viola, Rachel Ireson <i>Women’s Committee:</i> Mary Lombardo, Theresa Gregorio, Heather Patterson, Nicole Knibb.</p> <p>M. Root reported on the ongoing discussions regarding a Jointly Sponsored Pension Plan. No final agreement has been reached yet. At issue is the composition of the sponsor board. The board would be comprised of eight representative of employers and eight on the union/faculty side. Although they only represent 30% of the total number of people being represented, the faculty want 4 of the 8 positions. The unions believe that the seats should be based on percentage of members represented.</p> <p>The unions offered an additional proposal to create a joint pension plan that would be compromised of two plans – one for faculty and one for support staff. That would deal with the issue of representation.</p> <p>Although the process is at a standstill, they continue to talk and M. Root believes that they will find a way through it. M. Root is committed to attending the meetings. Our Local can only enter into a jointly supported pension plan through bargaining.</p> <p>By now, members should have received their annual statement of their pension plan contributions including a letter from the University regarding Stage 2 funding relief. M. Root explained that the Province allows the University to apply to spread over ten years. This should impact individuals or your pension.</p> <p>D. Poole stated that she received her pension statement and has been advised that a second statement will be sent out as the calculation is not right as her buy back date was incorrect. She cautioned members to review their statements.</p> <p>M. Root recommended that if members have not received their pension statement within the next two weeks, they should contact the union office and the union will follow up with the Employer.</p>	

<p>M. Root reported that Jerry Dias, President of the national union, has appointed him to a staff position with national union. Matt Root will therefore have to resign as President of Local 5555 as of January 31, 2016. As stipulated in Article 8, Section 5 of Local 5555's Bylaws, the current Vice President, Emily Heikoop, will become President of the Local at that time. M. Root expressed his appreciation for the privilege to be President and to work with the members of our Local over the past 10 years.</p>	
<p><b>7. Reports of the Financial Secretary</b> As the Financial Secretary is recovering from surgery, her report will be presented at the next meeting.</p>	
<p>8. Reports of Officers, Standing Committees, Delegates</p> <p>a) Ad Hoc Communications Committee B. Vasilevska reported that the ad hoc committee was formed following the November membership meeting, holding two meetings since then. They have two objectives:</p> <ul style="list-style-type: none"> <li>• to explore options for having meetings where people across the sites can attend and participate live and</li> <li>• to create a greater sense of connection amongst members.</li> </ul> <p>No immediate changes will be made at the membership meetings but they hope to test out low and no-cost technology options at the committee level.</p> <p>Toward the second goal, in upcoming newsletters they would like to have photos and stories of the work done at off-campus sites. The members of the Ad Hoc Communications Committee have started to attend the union update meetings to encourage members to participate by writing about their site or taking pictures.</p> <p>As they prepare for their next meetings, members are encouraged to tell their co-workers about the work of the Committee and welcome them to participate or to contact the Committee at: <a href="mailto:communications@unifor5555.ca">communications@unifor5555.ca</a></p> <p>b) Women's Committee K. Sutton reported that there will be an International Women's Day Luncheon in the CIBC Hall at noon on March 8, 2016 with Lisa Kelly, Director of the Unifor Women's Department, speaking. Details will follow by e-mail.</p> <p>c) Young Workers Committee B. Sweeney reported that a holiday event was held on December 11, 2015 with approximately 20 people attending at The Phoenix. On December 17th, they hosted a lunch and learn workshop focusing on Article 17 and pensions with 9 people in attendance.</p> <p>At the last meeting, on behalf of the Committee, it was requested that information be obtained from the Employer related to the composition of our membership. We were informed that this request will not be made until March. The reason that we asked for the information is that it is extremely important during bargaining and going forward so we as a union know who our members are. The information we may receive through the bargaining survey will not give us the accurate details we need. Other Unifor locals, such as Local 222, actually publish the information each month in their newsletter. This information is received from the Employer and they have a right to that information. B. Sweeney feels that this information is important on an ongoing basis, not just one time for the purposes of bargaining. He requested that the Executive Board request this information from the Employer and publish it regularly, not using anecdotal information.</p> <p>M. Root responded that the Executive understood that the request was for details as to the breakdown of members working on "soft money" or research grants. On a monthly basis, our Local does receive information from the Employer broken down into the four units for people who are actively working, people on leaves, on LTD, on lay-off including work</p>	

address and home address. M. Root stated that he saw no problem in publishing a summary of those statistics.

M. Root responded to a member's question that we do not receive information on employees who are not within the bargaining unit. The question raised was how we can enforce that people working over one year are added to the bargaining unit. This information is sometimes shared with us by members and we will investigate whether a position should be in our unit. Further, whenever an employee is laid off, the union will ask about all workers in the department. The Bargaining Committee has put this issue on their agenda for discussion during the negotiations. We want to ensure that all employees receive the benefits to which they are entitled.

M. Taylor asked M. Root whether he knew at the time of the election that he would be offered a position with the National Union. M. Root clarified that he did not know until he received a call from Jerry Dias, President of Unifor, on January 18, 2016. M. Root then read from the Local By-laws, Article 8, section 6 which outlines the process for filling a vacancy on the Executive Board. A. Kelly, Chair of the Elections Committee stated that their Committee will be addressing the need for an election as required. Any concerns may be addressed to the Elections Committee at: [elections@unifor5555.ca](mailto:elections@unifor5555.ca)

Responding to a member's question regarding having all employees within the union, M. Root explained that under the law, there are some clauses that every collective agreement must have. They include: an expiry date as well as an effective date; a no lock out clause and a scope clause. In our collective agreement, it is Article 2 which is a description of who is represented and who is not covered by the collective agreement. The scope clause is the first that has been agreed upon. Our scope clause specifically excludes those who are temporary casual. The scope clause is the one thing that you cannot go on strike for.

d) Report of the Health and Safety Coordinator

J. McAndrew reported that the University is currently undergoing a review of Sun Life as the manager of our benefits. The University put out a tender and three were submitted for the Union's assessment. Our report will be forwarded to the University although we do have a "vote" in the final decision. Although there may be a change in the benefit provider, there should not be a change in actual benefits. It is hoped that, if there is a change, it will result in a better customer service experience for our members.

All members continue to be encouraged to submit incident reports.

e) Report of Unit 1 Workplace Committee

E. Heikoop reported that the second bargaining survey is open until February 1st for all Unit 1 members to offer their input. Notice to bargain was given to the Employer last week. The Bargaining Committee will be attending union update and information meetings at off campus sites. In late March, it is expected that we will exchange proposal with the University. The Bargaining Committee will offer information on our webpage and you can contact the Committee at: [bargaining2016@unifor5555.ca](mailto:bargaining2016@unifor5555.ca)

M. Taylor asked if, resulting from E. Heikoop becoming President, will there be an election for another position on Workplace Committee. E. Heikoop responded that she will be meeting with the Elections Committee Chair immediately following this meeting.

A. Kelly reiterated that any questions regarding positions requiring elections may be submitted to the Elections Committee at: [elections@unifor5555.ca](mailto:elections@unifor5555.ca).

E. Heikoop expressed, on behalf of the Executive Board, sincere gratitude to M. Root for his

service to the members of our Local.	
9. Adjournment M. Root adjourned the meeting.	

**APPENDIX I**

**All Units General Membership Meeting – 27 January 2016**  
***Roll Call of Officers***

Matthew Root	President	Present
Emily Heikoop	Vice President	Present
Karen Sutton	Recording Secretary	Present
Kim Sardella	Financial Secretary	Regrets
Barry Diacon	Trustee	Present
Jennifer Petteplace	Trustee	Regrets
Stephen Goertz	Kathy Ouellette	Present
Beth Couchman	Unit 1 Chair, Non-Teaching Staff	Regrets
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	Present
Jim McAndrew	Health & Safety Coordinator	Present