

Annual General Meeting

Date: November 3, 2010

Those in Attendance:	Jenica Copithorne, Albert Herscovitch, Dorothy Hall, Mark Johnson, Almas Rajwani-Rawji, Lois Robb, Wanda Stevenson
Regrets:	Maxwell Girvan, Lindy Lemay, Daniel McLaughlin, Jean Minifie, Sherry Vaskovics
Kit Team Liaison:	Hilary Smith

<p>1. CALL TO ORDER: Meeting called to order at 7:00 p.m. The meeting was adjourned for 15 minutes as there was not a quorum. The meeting was recalled to order at 7:15 p.m.</p> <p>2. INTRODUCTIONS: Dorothy Hall, Vice-Chairperson of Staff Association introduced herself and informed the membership that she would be Chairing the meeting in Jean Minifie's absence. Introductions were made of the Head Table, Hilary Smith, KIT Team Liaison and Sue Wenaas, Staff Development and Convention Coordinator.</p>	<p>Action Items</p>
<p>3. APPROVAL OF MINUTES:</p> <p>Motion by Jeanne MacLachlan, seconded by Nicole Clark that the Annual General Meeting Minutes of November 4, 2009 be approved as printed.</p>	<p>Motion Carried</p>
<p>4. CHAIRPERSON'S COMMENTS: No report attached due to Jean's absence.</p> <p>5. AUDITOR'S REPORT: Presented by Dennis Kisio, CA.</p> <ul style="list-style-type: none"> Dennis went through the financial statements and answered any questions and concerns pertaining to the Auditor's Report. 	
<p><i>Motion by Carolyn Chinnery, seconded by Valerie Smith that the Auditor's Report be accepted as presented.</i></p>	<p>Motion Carried</p>
<p>6. MANAGERS'REPORTS:</p> <ul style="list-style-type: none"> Managers' Reports presented by Mark Johnson (report attached as attachment #1) and Albert Herscovitch (report attached as attachment #2). 	
<p>7. UPDATES:</p> <ul style="list-style-type: none"> Information Meeting and Elections presented by Dorothy Hall (report attached as attachment #3). Negotiations Update presented by Wanda Stevenson (report attached as attachment #4). Convention Update presented by Lois Robb <ul style="list-style-type: none"> Lois advised that our Keynote speaker for 2011 will be Dave Kelly who was formerly with Breakfast Television. Convention is once again being held at Centennial High School. There will once again be a hot lunch available to purchase on Thursday, and to change things up this year, the Directors of Staff Association will be hosting a Meet and Greet Breakfast on Friday morning. 	

7. UPDATES CONTINUED:

- Convention Update presented by Lois Robb Continued
 - We're always looking for volunteers to assist us on the Convention Committee, please let Sue know if you would be interested.
- KIT Team Update presented by Hilary Smith
 - Hilary announced that the Keeping in Touch group is up and running. She apologized for information not getting out, however, she had been on a leave as her husband passed away. She advised she's glad to be back at work and looks forward to getting our news out there!
- Door Prizes - Jenica Copithorne
 - Congratulations to the lucky winners of a \$25 Chapter's gift card:
 - Debbie Twomey from Ernest Morrow School
 - Linda Snoddon from Fairview School
 - Trudy Schouten from Queen Elizabeth Elementary
 - Nicole Clark from Sir James Lougheed School

8. MOTION TO MATCH FUNDING FOR STAFF DEVELOPMENT FUND FOR 2010-2011 (MAIN BODY & PSS):

Motion by Almas Rajwani-Rawji seconded by Loraine Jerse that the Staff Association put up to \$25,000 to match CBE Staff Development Funds for 2010-2011 (Main Body).

Motion Carried

Motion by Almas Rajwani-Rawji seconded by Nicole Clark that the Staff Association put up to \$5,000 to match CBE Staff Development Funds for 2010-2011 (PSS).

Motion Carried

9. PROPOSED BUDGET: Presented by Dorothy Hall

- Dorothy explained the proposed budget amounts for 2010/11.

Motion by Dorothy Hall seconded by Linda McKenna that the proposed budget for 2010-2011 be approved as presented.

Motion Carried

Q. *Why is there an Increase in IT services?*

A. We have a new database management system to track phone calls and had to purchase a new server for the office.

Q. *Why the increase to the Professional Development Fund for Directors?*

A. It went up because we now have an additional person in that group and also have a full complement of Directors that we did not previously have. Directors can carry their funds over and many of the Directors did so in order to attend a conference down east in the spring.

Q. *I'd like to attend a conference down east, so if I don't use my \$700 allotment, can I carry that amount over?*

A. The \$700 that is available to you is from the Staff Development Fund and the guidelines for that Fund do not currently allow for a carry over option.

Q. *Is the amount of funding available to members \$400 or \$700?*

A. It went up two years ago to \$700.

10. CLOSING REMARKS

- Dorothy thanked the membership for attending and opened the floor for discussion.

11. QUESTIONS AND ANSWERS

Q. *I had the opportunity to go the secretarial meeting at Area IV and some people were talking about lieu time and Jean suggested that since Staff Association doesn't approve of lieu time, that if you have lieu time it is to be discussed ahead of time and both yourself and the Principal sign it.*

A. That information is in our contract as well. We've had a lot of problems around lieu time. You get a lot of issues around the "you said its okay" and administration said "no I didn't." We really need members to have documentation somewhere that states "just as a follow-up to our meeting I'm going to be working this time."
● A member added that their secretary has drawn up a time sheet that the Principal checks to see how many hours have been banked that he's approved. He'll say that on such and such a day you get this time.

Q. *When you're talking about negotiations what is Article 19? Also, how long are negotiations going to carry on? What else is still on the table --10 over 12? We gave in last time and I'm tired of giving in. For all the time that you've been meeting it doesn't seem like anything has been accomplished.*

A. Our update is just to give you a sense of where we are and that's all -- we've really just scratched the surface so far. Article 19, around General Leave of Absence, took us 4 days to agree upon. When going out on strike we didn't give in, we had a Mediator and agreed to his recommendations. As for what else is on the table, we put out a survey and you gave us back what was important to you. From phone calls and matters we've dealt with, other issues were added and brought to the table as well. It's difficult when you think about negotiations, you think about sitting down and discussing -- it's not that simple. It's trying to come to some form of solution that's acceptable to both parties. You have to go through proposals and understand what the other side is looking at. Then you can head into the items that you think would be simpler "housekeeping" items (i.e. wording, numbering, and titles). The whole idea is that you want to build a relationship, and then you want to move into the "meaty" issues. You leave the more contentious issues for down the road.

Q. *What are the chances that we could get rid of the clause "and other related duties?"*

A. We're working on that one through the Job Evaluation Committee, since it's included in the position descriptions and not specifically in the collective agreement. We understand that certain language like that is open for interpretation and sometimes abuse. What we need is to make it clearer that "related duties" means duties related to the actual duties and accountabilities of the job description. Whether that will be resolved through the Job Evaluation Committee or negotiations isn't yet known.

Q. *I have concerns regarding people abusing the days off during Convention -- you only get paid for Thursday. If you take the one day some people say "okay, we don't have to work Friday so we'll take that day off."*

A. Our contract states you are entitled to attend one day. You're paid for those two days and if you choose not to attend you should be at work. What our contract means is that your location has to release you for at least one day and hopefully they'll allow you to attend both days. Attendance at Convention has been very high but there will always be those that abuse the system. One of the things that we are trying to do in this set of negotiations is release everyone for the full two days.

Q. *We should clarify that for the membership.*

A. That's a good idea -- we'll put that out in an FYI.
● Dawn was asked to put that down as an action item.

**Action - FYI
regarding
clarification
around
attending
Convention**

11. QUESTIONS AND ANSWERS CONTINUED

Q. *I need clarification, what does it say about Professional Days?*

A. You are supposed to be at the school working. With our Staff Development Fund there is money set aside for group PD funding. If you have a group that would be interested in utilizing funds for a PD day initiative then talk to Sue. We need to have Principals include support staff in professional development. Although we can't actually force schools to do that, it has the support of our Chief Superintendent!

Q. *Mark, did anything ever come up with the LAPP benefits that we owe more money?*

A. This was another reconciliation for 2008. All we could really do was get them to provide sufficient documentation to prove that what they were claiming was accurate. We've worked with members to get actual spreadsheets to show what the differential was and how it was calculated. To just send a letter with an amount and a vague reason wasn't acceptable, given the abysmal TELUS track record, so we pursued further information. One ongoing challenge in all of this is that, because our agreement is with CBE, we can't effectively intervene directly with TELUS.

Q. *I heard a rumour that TELUS' contract is up?*

A. It's a 10 year contract, so 5 more to go.

Q. Can you please define PSS and main body?

A. Our Professional Support Staff members consist of Speech Language Pathologists, Psychologists, Home School Liaisons, Diversity and Learning Support Advisors etc. The name comes in part from and reflects that this is a group that has always required a professional designation.

Meeting adjourned at 8:45 pm

Mark Johnson
Manager's Report
AGM November 3, 2010

Attachment #1

At the last membership meeting I had been on the job a very short time and suspect I would have mentioned in that first report something along the lines of a being on a steep learning curve. Six or seven months later I'm sometimes inclined to think I've learned more than I ever wanted to about the CBE!

Certainly the release of the RAM last spring and a first go-round with the resultant grief, pain, fears and general upheaval in many members' lives was an eye-opening experience and one that quickly brings home both the good and effective provisions of our collective agreements and those that we need to continue to try to improve on. Over the past few months it's been difficult to not muse on the apparent fact that "*better management*" invariably means increased financial and human resources while "*it's all about the students*" gets reflected in diminished classroom resources! If nothing else, such musings do provide motivation!

Day to day our time is consumed by the usual activities – CBE and internal committee meetings, members issues in various forms and to various degrees from quick informal phone calls / e-mails to formal grievances. Albert will talk a bit more about those.

As much as I don't want to talk about things Telus or payroll anything I do want to mention a couple of things:

- Do try to check your pay stubs and advice regularly. While the remediation project to fix some of the myriad of problems with Telus has improved some things to some degree, there appears to be more, different and seemingly creative ways they can find to mess up.
- If you collect Employment Insurance (EI) during the summer and do any work, watch what you declare and when. EI requires that 'earnings' be reported in the period they were earned, not when they were paid / received. At least a couple of members are currently having problems because they started back to work a couple of days early, agreed to a 'lieu time' arrangement rather than the extra pay and, since they weren't 'paid'

at the time, didn't report the earnings. This doesn't wash with EI and as seems to generally be the case, they tend to presume malfeasance over unintended mistakes – guilty until proven innocent.

While so much of what the Association does on a day-to-day basis is dealing with issues and problems and that can sometimes feel pretty negative, I'd like to talk briefly about something I view and have experienced as being very positive – chances to meet with smaller groups of members who share a common area of work or a common worksite – sometimes on their own, other times including teachers and/or admin..

These can provide many opportunities and benefits, the most obvious being the sharing of knowledge and experiences both ways. There are many (often creative) interpretations and applications of our collective agreements so this is a chance to clarify and address some of the misconceptions. It's equally important for us in the office to learn from the members just what is or isn't working so well with those agreements.

One of our big challenges as union reps stems from the simple fact that our members work in upwards of 250 different worksites. Clearly our knowledge of what's happening "on the ground" is to a large degree dependant on you informing us. I've had the experience (not with this august organization, of course!) of members questioning or being upset at why the union isn't doing something about an issue and it's something that was never brought to our attention. It would be foolhardy for me to suggest that the SA Board and staff can 'fix' everything 100% of the time. I can say with certainty, however, that 100% of any issues we don't know of we won't address!

For me at least, one of the true benefits of smaller group meetings and discussions is that the diverse ideas and perspectives that invariably come out can lead to better and more creative actions and solutions. We encourage any of you who might be interested in setting up such a meeting to contact us – we'll be happy to help you with setting it up and happy to address whatever you'd like to the degree we possibly can.

Thanks, and keep in touch!

Albert Herscovitch
Manager's Report
AGM November 3, 2010

Attachment #2

Welcome

We have all been busy at the office with negotiations, pay issues, issues of job loss, loss of hours, difficulties with supervisors, discipline issues and general questions from you our members regarding collective agreement issues.

This has been a difficult year for many of our members. There have been significant numbers of layoffs, numerous moves to other locations and displacements and perhaps even more significantly, a large number of our members have had to take a reduction of hours. Over the past year, we have lodged a number of grievances and in fact most of those have been either upheld or resolved to the satisfaction of our members. Two very significant grievances are, however, still outstanding. One is a grievance around payroll violations through TELUS. This grievance went to arbitration in October 2009 and we are still awaiting a decision. If the arbitrator rules in favour of the Staff Association it would apparently be a potential ground breaking decision and therefore requires a great deal of contemplation by the arbitrator. The second is an issue that was a focal point in the last set of negotiations and in the subsequent strike and has also been one of the issues in front of the task force. It is now the subject of a policy grievance to be heard by the Chief Superintendent and ultimately may go in front of an arbitrator. The subject of the grievance is what has caused many of our members so much grief over the past two years...HOURS OF WORK, the process used and its impact on layoff and recall. This will also be the subject of discussion in the current round of negotiation.

One of the most enjoyable aspects of the work has been the opportunity to meet with groups of our members to discuss general issues that they have and in some cases, specific issues relating to their location. Some of these have included the administration (Principal, Assistant Principal, Supervisor, etc.) of those locations because they want to ensure that they are following the collective agreement and doing the right thing by our members. We always welcome those kind of meetings.

To continue on a positive note, we have also been invited to numerous meetings by the CBE central administration to discuss projects which are in the planning stages and various opportunities for our members as part of these initiatives (CTS bridging, WCB pilot as examples). We anticipate the rest of this year will continue to be very busy but hope that through this set of negotiations some of your issues and concerns will be resolved. Again, thank you all for coming out tonight and helping us to support you.

Information meeting in the Spring

Elections: Term for a Director is 4 years with ½ of the Board of Directors being elected every two years. This Spring 5 Directors are up for elections. The incumbents are Daniel McLaughlin from Jack James School, Almas Rajwani-Rawji from Diversity, Kingsland Centre, Sherry Vaskovics from the Ed Centre, Wanda Stevenson from Christine Meikle and Me Dorothy Hall from Discovering Choices, Marlborough.

If you would like to have voice in what is happening in the Association and be willing to commit 10 - 15 hours per month doing association business please let your name stand for a Director. The process is filling out a nomination form which will be sent out in February to all work sites. Send it back to Staff Association signed by your nominator and yourself by the deadline date. Attend the Information Meeting and let your name stand for elections.

Bylaw Changes: This last year the Bylaw Committee has been working very hard in bringing the Bylaws up to date. Changes have been made to almost every article. It is very important that every member be present and vote on these changes as the Bylaws are the regulations that govern the Association.

Negotiation Update November 3/10

This has been my first attempt at negotiations, so it has been a very steep learning curve for me on a personal note. The negotiation teams for both sides consist of

For the CBE,:

Keith Peterson, Director, Human Resources
Sydney Smith, Director, Special Education
Dianne Yee, Director, Area 1
Troy Garrecht HR Advisor
Tracey Ross Manager, Recruitment and Workforce Strategies – Support Staff

For the S.A.:

Jean Minifie Chairperson
Dorothy Hall Vice Chair
Lois Robb Director
Wanda Stevenson Director
Sherry Vaskovics Director
Albert Herscovitch Manager
Mark Johnson Manager

We have been meeting once a week with the board for the entire day. Our team has also been getting together for ½ a day to prepare for each meeting.

So far we have dealt with a lot of housekeeping items and signed them off. We have just finished taking a hard look at Article 19, and are continuing with other leave issues.

We are just starting to get into the “meat” of things. I am encouraged that we are actually talking and the Board seems receptive of our ideas and suggestions. Time will tell if this continues once we get into the more heavy issues.