

**CUPE Local 410
General Membership Meeting
Monday July 26, 2010
Emily Carr Branch
6:30 P.M.**

23 Members in Attendance

1. Roll Call of Officers

Helen Hughes (President), Olivia Anderson (Vice-President), Vicki Sundher (Secretary Treasurer), Ursula Benoit (Recording Secretary), Cindy McKenna (Memberships), Fatima Ferreira (Correspondence Secretary)

2. Minutes

Ursula Benoit presented the minutes of the previous meeting held on Monday May 31, 2010. A motion was made to accept the minutes. **M. S. C.**

3. New Members and Initiations

None

4. Executive Committee Report

Helen reported that a meeting of the Executive Committee was held a week ago to prepare for tonight's meeting and for this week's up-coming Union/Management meeting.

5. Treasurer's Report

Vicki Sundher reviewed her written report. A motion was made to accept the report and discussion followed. **M. S. C.**

6. Communications and Bills

Fatima Ferreira reported that CUPE will hold an Occupational Health and Safety conference in October. Deadline for registration is September 13. There was some discussion concerning how many of our members should be allowed to register. Fatima will inform all of our members of the up-coming conference.

Fatima also reported that the letter writing campaign to save school libraries and teacher librarians has been a partly successful. Some libraries and positions will remain, some with more limited hours and some positions and resource centers were still eliminated.

7. Committee Reports

VIDC – There is nothing to report

VLC – There are no meetings in July and August. Ed Seedhouse reported that there was no quorum at the June meeting. VLC will, as always, host a Labour Day picnic.

U/M – Will hold a meeting this Wednesday

Grievance – There are currently no formal grievances, although there are a couple of concerns currently being handled by Holman. Helen Hughes reminded the Membership that Holman is no longer an elected member of the Executive, nor is he a Steward. He is willing to serve wherever he is needed and so we have written a letter to Management informing them that when a regular member of the Executive is not available, Holman can be called upon to represent members. An honorarium for him continues. However, the Membership is reminded that if they have an issue or area of concern they must first approach one of the Stewards that have been elected and trained to help.

OHS – Nothing to report

Scholarship Fund – There is information available on our website

CUPE Library Cttee – Will meet in October

Int'l Solidarity – Nothing to report

Young Workers Retreat – Carlie McKenzie gave a verbal report on her experience at this retreat held June 11 to 13, 2010. She learned a great deal and appreciated the opportunity to attend. Approximately 70 young workers from across the province attended the retreat.

A motion was made to accept all of the reports. **M. S. C.**

8. Unfinished Business

None

9. New Business

9.1 Collective Agreement Survey/Questionnaire

Printed copies were made available at the meeting. It will also be made available to all members via an email and attachment. The questionnaire/survey should be returned by August 31, 2010.

9.2 Union/Management Issues

Members would like clarification about how they should be compensated whenever they are called at home about work related issues after they have worked a regular shift or on days that they are not scheduled to work.

9.3 GVPL Budget Short Fall

Members are obviously concerned about the budget short fall and its implications. Helen Hughes reported that she met with Lee Teal (Interim CEO) a week or so ago and Lee went through possible scenarios with her. Lee discussed the vacation accrual and how it appears as a large financial liability on GVPL's annual budget and urged everyone to take their allotted vacation time this year. Only under very exceptional circumstances will vacation time be allowed to be carried over into next year. Helen reported that Management is looking at

absolutely everything that might lead to a budget savings, including cutting hours and staffing levels, but cuts to staffing levels would be an absolute last resort.

9.4 CEO Selection Process

Helen Hughes reported on the process that was followed in the search for a new CEO. The Union's committee consisted of 8 members representing nearly all the various types of position throughout the organization. The 6 candidates were asked to respond to 8 different "themed" questions during a 45 minute interview. The candidates were then interviewed by the Management Team and then by a committee of Board members. Helen reported that all of the candidates were very strong and that making a single choice would be difficult. The Union report to Management that of the 6 candidates, there were 3 that would be most preferred, but they also stressed that our members would be happy to work with any of the 6. The Management committee would be reporting to a regular meeting of the Board tomorrow and it was hoped that an announcement would follow in approximately one week.

9.5 Board Policies and "Sign-Off"

Some members reported that they were uncomfortable with Management's recent request that they read and "sign-off" on a list of Board policies and procedures. They wanted to know what the ramifications might be of not "signing-off". Helen replied that is a very common procedure in many organizations and that it forms a "condition of employment", just as becoming a member of the Union is also a "condition of employment" at this organization. It was understood that employees would not remember every word of every policy they read but that at least employees would know that such policies existed and that they could be referred to at any time.

10. Good of the Union

Nerina Jackson's daughter is getting married on August 7, 2010.

11. Adjournment

The meeting adjourned at 8:10 P.M.