

Annual General Meeting Minutes

January 28, 2014

Union of Environment Worker – Local 80820

Present:

Rhonda Doyle LeBlanc, Veronica Sherwood, Ivan Mac Swain, Barbie Hennebury, Robert Gaudet, Donald Walter, Ian Hickey, Caroline Canning, Colleen MacNeil, Jean-Marie Couturier, Charlene Shaw, Andy George, Marlo Smith, Renee Auffrey, Cheryl Robertson, Valerie LeBlanc, Jeana Hunt, Todd Panas, Bob Ellis

1. Rhonda Doyle LeBlanc welcomed the members and called the meeting to order. Todd Panas and Bob Ellis were introduced to the members.
2. Minutes 2013 AGM were presented. Concerns were raised that all members were not listed on the meeting participant list. Veronica explained that this was her responsibility and she would ensure that all members would be identified at the next AGM. The minutes were moved to be accepted by Ivan MacSwain and were seconded by Don Walter, all were in favour.
3. President's Report: Rhonda quickly reviewed the president's report and called for any questions. There were no questions. There was a motion to accept the report. Moved by Don Walter and seconded by Ivan MacSwain, all were in favour. Rhonda also briefly discussed the possibility for members to take grievance handling training, to attend national and regional conferences in addition to the International Women's Day events scheduled for the spring of 2015.
4. Financial Report: The treasurer was not at the meeting, therefore Rhonda presented the report. No extra copies of the budget were available to members. Rhonda circulated the budget and reviewed it for the members. There was \$ 5,924.00 carried over from the previous year. Rhonda reviewed the expenditures for training of members, funds allocated for the children's Christmas party, and funds allocated towards the union scholarship of \$500 to \$750 annually. There was a motion to accept the budget report. The treasurer's report was submitted and moved to accept by Barbie Henneberry and seconded by Ivan MacSwain. No discussion and all were in favour.
5. Bylaws Review: Rhonda mentioned that the bylaws had been sent out in the February and that they had been revised (in draft). The changes reflect more detail regarding the roles of the Directors positions. The bylaws had not been amended since 2006. There was a motion to accept the amendments to the bylaws. Moved by Veronica Sherwood and seconded by Don Walter, all were in favour.
6. PSAC Convention: Bob Ellis updated members on the *2014 PSAC Triennial Convention* to be held in Saint John, New Brunswick on June 22-23, 2014. Bob updated members on the planning of the upcoming 2014 Union of Environment Workers Convention to be held in Halifax, NS, on August 25-29 at the Lord Nelson Hotel. Rhonda has been selected as a delegate with voting

privilege. Members were encouraged to apply to attend the convention as observers. The local would support salary for time taken, as well as travel and meals during the event. Bob suggested that members could become more informed of the issues and policies to be addressed by visiting the National UEW website. He also mentioned that he would be happy to answer any questions concerning the event.

7. National President Presentation – Todd Panas:

- Todd thanked all of the members for attending the lunch and the meeting.
- He addressed Bill 377 and the impact this bill would have on union activities and the potential loss of collective rights.
- Todd also addressed the new Performance Management tool and the internal reforms that were also impacting the rights of members. The concern is that the process is both unethical and inappropriate as it suggests people could be threatened or intimidated by a number based process. Todd also addressed the fact both that any future “DRAP” actions could be validated through the new performance management system. To combat this and other issues, it was noted that national unions i.e. PIPS and PSAC are in solidarity on this issue.
- Sick leave was also raised and the members were reminded that the fight was not over to ensure sick leave would be safe. Todd commented that he and others would not bargain away members’ sick leave, that this issue was non-negotiable. He encouraged everyone to ensure they vote on the issues as they arise.
- Todd presented on the national “Anti-Bullying Campaign”. This UEW initiative is transparent and based on a partnership between management and union representatives. Bob Hamilton, ADM, EC, has committed to moving this campaign forward. Todd encouraged all members to participate in the campaign – to speak out when they had concerns and also to promote the campaign through pins, posters and sharing the information with their colleagues at work. Todd concluded his presentation by addressing the value of the union and encouraged all to become more active and engaged during these challenging times.

8. Nominations for UEW Local 88028 Executive

- a. President - Rhonda Doyle LeBlanc: nominated by Veronica Sherwood and seconded by Don Walter, accepted.
- b. Vice President - Ivan MacSwain: nominated by Rhonda Doyle Leblanc and seconded by Veronica Sherwood, accepted.
- c. Secretary - Veronica Sherwood: nominated by Colleen MacNeil and seconded by Caroline Canning, accepted.
- d. Treasurer - Barbie Henneberry: nominated by Marlo Smith and seconded by Rhonda Doyle LeBlanc, accepted.

9. Veronica Sherwood thanked Rhonda Doyle LeBlanc for all of her hard work and leadership throughout the year.

10. There was a motion to adjourn the meeting, moved by Don Walter and seconded by Ivan MacSwain. The meeting was adjourned.

Respectfully submitted,
Veronica Sherwood, Local Secretary