

METRO VANCOUVER LUNCHTIME MEETING

Wednesday, August 20, 2014

AGENDA

1. Financial Information
 - a) Statement of income and expenses
 - b) Dues and how they are spent
 - c) Strike pay
2. Communication
 - a) Portal
 - b) Meetings
 - c) Off-site access to meetings
3. Collective Agreement
4. Shop Stewards
 - a) Duties and expectations
 - b) Elected or appointed
5. Survey
6. Scholarship

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Minutes

Karlene Bateman (Business Representative) began the meeting by letting the members know that the Statements of Income and Expenses for June and July 2014 were posted on the board for review. She asked the members to review them so that any questions could be addressed during that portion of the meeting. A discussion took place with respect to the ability of the members to photocopy or take photos of the Statements. The members were advised that the Statements were there for their perusal and not to be copied, which is the protocol at the monthly General Membership Meetings (7:00 p.m., every second Wednesday of the month, except June, July and August) at the Union hall on Annacis Island and as per the instructions of President Hennessy. Members were informed that they could also attend at the Union offices during business hours to review them further. Any further questions in this respect should be directed to President Hennessy.

With respect to the yearly financial statements, the members were advised that the previous year is included in the fall newsletter. The information from 2012 is in the newsletter from last fall and expect that 2013 will be in the upcoming newsletter. A member mentioned Section 151 of the Labour Code with respect to financial statements and Karlene advised that she was not familiar with this section, but would look into it and report back. It was also confirmed that a third party conducts a yearly audit of the Union and prepares the financial statement.

With respect to off site access to the meeting, Karlene explained that they were trying to see how a call in from another site would work. Catherine Gastaldello was on the phone from Parks Central and Dianne Moores from SCFP. The hope is to have as many participants as we can from other sites. Advised that there can be up to eight (8) calls at one time.

Karlene referred to the previous meeting and the concerns and issues brought up and that she believes that she will be able to address many of those matters. An agenda was provided and should be available before the meeting in the future.

1. Financial Information

At the previous meeting there was some discussion concerning the transparency of the Union's finances and requests made for information in this regard.

a) Statement of Income and Expense

There were questions about the large expense for "benefits paid" in July 2014 and it was explained that the Union represents the support staff and TA's at the Abbotsford School District and this represented the monies paid to our brothers and sisters during the teachers strike. There was further discussion about the strike.

The most current Statement of Income and Expense will be brought to these meetings

b) Dues and how they are spent

Dues paid in 2013 by members at Metro -\$527,205.43

A question was asked about how many members there are at Metro – approximately 500, including auxiliary. Karlene is going to look into the question of how many auxiliary and casuals there are at Metro.

It was explained that dues are put into the general revenue with all other membership dues and that dues are used for many things, including but not limited to:

- lawyers and advocates for arbitration, WCB and other legal matters
- expenses associated with arbitrations / WCB
- salaries for full time Business Representatives, President, Secretary Treasurer, etc.
- training (shop steward, CLC Winter School, conferences)
- scholarships
- wages and benefits for office staff
- maintaining offices / buildings – Annacis Island, Nanaimo, Prince George, Whitehorse, Abbotsford
- community events
- bargaining

c) Question re: strike pay at last meeting

The information mentioned previously was from the IBT website, not Local 31 as there is nothing listed on Local 31's website about strike pay. Currently strike pay through the Local is \$350 / week.

2. Communication

The issue concerning how to communicate with the membership and the best way to accomplish that was discussed. The Union has historically sent meeting notices and general information via the Employer's email system and everything else through the mail. The Union does not have everyone's personal email (there are new issues in this regard) and not everyone communicates via email.

During the last mail out, the Union was happy with the result – very few pieces were returned. Confident we have the correct contact information for a great portion of the membership and that is the best way to send information to the membership.

The Union appreciates that the Employer has let us use their email system, but this is not the appropriate forum for union business other than general information being distributed.

a) Portal

A "portal" located off the Teamsters Local 31 website for the membership at Metro has been set up. A portal was previously set up for the membership at the School District and has been well received and successful. The portal is password protected and access information will be sent out via mail in the next week.

Information on the portal will include any information that has been mailed out, the bylaws (hard copies were also available at the meeting), the Memorandum of Agreement, the Collective Agreement, scholarship information, meeting agendas, minutes of the meetings, any other notices of interest, any issues that have a concern on the membership as a whole, Shop Steward contact information, FAQ, bargaining proposals and updates. It was acknowledged that this is one-way communication and the Union was still reviewing other options. It was also pointed out that our local does not employ a full time webmaster or an individual in charge of communications for the Union. Reiterated that if anyone has any questions or concerns about the workplace or related issues, to contact their Business Representative or a Shop Steward.

With respect to an email that was provided last meeting with a question as to why we did not fan it out, Karlene looked into the matter and explained that it was a notice for COPE 378 members from their Principal Officers that was sent to their Shop Stewards. The Union's office staff belongs to this union and the Shop Steward has been asked to let Karlene know about future notices like this that may be of interest to our membership as well. Explained that the local occasionally receives notices from other unions and organizations and they will be reviewed and will post those that may be of interest.

Mentioned that our brothers and sisters of Local 213 are still locked out at Ikea in Richmond and have been for over a year now. Referred to the advertisement that was placed in the Richmond Review (and posted on the board as well). Apparently this ad has been in other local papers as well.

b) Meetings

Discussed the matter of having set meetings or going month to month as it has been done in the past. Suggested that Thursdays would work. Karlene will look into her schedule and let the members know. She also suggested that we set meetings for the next three (3) months and revisit the issue then.

c) Off site access to meetings

Mentioned the trial call ins that were taking place at the meeting. Will open it up to other sites for future meetings if it works.

3. Collective Agreement

A draft of the Collective Agreement has been received and it is being reviewed.

4. Shop Stewards

a) Duties / what is expected of a Shop Steward

Tom Nelson discussed this topic at the previous meeting. The Shop Steward is the contact between the employees, management and Union; they are the Union representative in the workplace; the eyes and ears of the Union in the workplace; the voice of the members to the Employer.

Discussed the commitment involved and what is expected of a Steward (confidentiality, objectivity, professionalism, knowledge of the contract, etc). Will put this information together and post on the portal.

The training provided by the Local was mentioned and will announce the next session when it has been set.

b) Elected or appointed

Discussed the history of the Shop Stewards at Metro and elections versus appointments. There are three (3) Stewards at Metro who were all appointed initially. Have not had any other Stewards since. Would like to have more and Catherine Gastaldello has tried to recruit members.

Tom is looking to retire and Catherine is located at Park Central currently, so would like to have more Stewards. A question was posed about the maximum number of Stewards we could have. We have never had this issue at Metro and will address it if we ever do.

The Union would also hold elections for Stewards, but haven't had the need to (as discussed in the previous meeting).

As for new Stewards, Alex Csizmadia expressed an interest, so Karlene and the Stewards met with him and talked about what was expected and the duties. He is up for the challenge and will be attending meetings (on consent of members) and learning the process.

5. Survey

Discussed the survey that was prepared for the Union's review, but was sent out by a member last week via the Employer's email. Mentioned that some of the questions concerned the Union's communication around the ratification. A discussion ensued about the emails, the Union's responsiveness to those emails and the requests made by certain members concerning the meeting and voting. It was acknowledged that there were issues and that matters will be addressed differently in the future.

Other matters in the survey had to do with bargaining and concern surrounding the involvement of the unit after proposals were collected. Karlene stated that she realized this issue with the process months before it was brought up and intended to address it. Explained that it is still a work in progress, but that there would be involvement of the membership with respect to proposals prior to the commencement of bargaining. Discussed the process for nominations and election of the bargaining committee, collection of proposals and proposal meetings.

6. Scholarships

Members were advised of the current scholarship opportunity and information.

7. Door Prize Winners -

Riley Sziklai
Rick Laird
Carolyn Reimer