

Local 100 General Membership Meeting

Meeting Minutes

March 14, 2018

The meeting of the Local 100 General Membership Meeting was called to order at 19:30 on March 14, 2018 at the Lamplighter by James Murray, BUP/LC

Present:

Joanne Wilkinson, Ellie Macqueen, Ellen Ledingham, Kathy Burgess, Lori Skellit, Janice Bell, Cheryl Taylor, Diane Popp, Jeff Richards, Scott from MRT&D, Laurie Tischbourne, Alan Warrington, Katie Warrington, Lindsay Smale, Lindsay McEllister, James Gibbons, Carol Lobdozinsky, Collen Parfrey Roufs, Jasen Richards, Ricki Dolson, (see sign in sheet)

Quorum-yes, 38 attendees

Meeting opened by James Murray

Agenda changed for budget first, motion by Jasen Richards and 2nd Ellen Ledingham All in favour, yes 35, no opposed.

Waive reading of minutes? Motion Kathy Burgess, all in favour, 35, motion carried.

JM-any new business? No.

Minutes

JM-treasurer report.

JW- presents the budget (see attachment to this set of printed out minutes)

EMQ-detailed discussion about how dues are collected and where expenses occur. Budget is calculated by projected expenses to each of the local's BUP's. This is for the entire year and for each bargaining unit. It will also include labour relations, negotiations, arbitration etc. There is much in the way of salary replacement, meals any other labour costs but mostly salary to attend. The LHSC RN bargaining unit has yet to get to conciliation and if there is a collective agreement, then there must be a ratification vote. There is a large expense around Occ health and WSIB.

JM-there is a defined amount of projected dates that require salary reimbursement to the members who do union work on their days off. For instance, JHSC, the committee meets monthly for those members to group and discuss strategy. Alan and Ricki have been out of their units greater than %50 of the time. Outcomes are improved security on MH units and better processes. Alan?

AW-those numbers include allied health members and not just RN's. This is very important. We had a big event last year where they had a MOL appeal over a near rape as our employer doesn't do a good job speaking up for RN's or any front line staff. Our sister unions aren't as vocal for protecting members as it is RNs that are more front line. Prep for the JHSC meeting is paramount for changing the culture at LHSC. Violence is at an all-time high and this needs to change. We need to change the culture among ourselves and that takes work! We now have metal detector wands, contraband policies and countless other changes. It is a slow process and preparatory time is necessary.

JM-a prime example is that we are referred to as the 'ONA brigade' at JHSC as we are the most vocal and that is a good thing! Our employer didn't want any of those changes hence needing to go through the MOL. There was violent assaults on other union members and we spoke up much to our employer's horror. Other issues are RTW issues and now our aging nursing population depends on us to better this process. We are the only union that gets new memos on RNs needing accommodations and that is to protect our members. We are their voice and this requires time. LHSC has 6 or 7 ACMA's and we have 2 members that do this work. The ONA reps are off their units 50% or 60% of the time. We tell members not to deal with Occ health on their own but this costs money. There is a lot of work that gets done on their own time as well.

EMQ-local administration reflects these salaries. The treasurer has 4 days, site reps at each site split a FT position. Then we see BUP followed by professional practice. There are equipment items budgeted in and then HR&E is included. There is rent as well as office supplies. I fall under office staff, and my benefits, there is political action costs.

JM-political action is everything from election awareness and then community involvement such as pride. This has done a wonderful job of getting the RN in the face of the community. This is integral to losing positions to RPNs and this campaign helps the public understand RNs are being reduced. We did commercials as well as bus ads. We are considering a banner at the local arenas to target the potential loss of RNs. Our employer has started to turn things around and hire RNs again. The pressure from our campaigns is too important to not do. This year we want to focus on our long term care sector.

EMQ-next is communication expenses, internet and cell phones. Audit costs are there and then bursaries are still being offered. There are also incidentals such as lanyards and pens

etc that we give to new hires. There is education plan expenses and what is potentially planned such as JHSC safety caucus. There is a violence conference in October that we budgeted for 6 to attend. There is local education. Lunch and learns for filling out PRC's and we feed RNs so they attend a drop in session. Nurse's week has been enjoyed by many and is a hit. It is expensive as people like the lunches so much and the palisad night is very much enjoyed.

JM-nurses week will be even better attended as it was enjoyable. This year we may let people bring spouses for a small fee and this will increase numbers again.

EMQ-the honorarium has also been handed out. The total is at the bottom. LC has been reduced from \$12000 to \$8000 and this has been decreased each year.

JM-some folks carry 2 portfolios and receive only one honorarium.

JM-so, you can see there is a deficit. We had reserves and we started to spend to service members and spend the money on the members.

EMQ-as you can see we are going to be in a deficit. We spent the money.

JM-so now we can hand out what the budget would be with the \$9 levy.

EMQ-if the membership wants the same level of service we need to consider the increase.

JM-there is much work to be done. If we want to maintain the same level of service, which I believe is excellent needs to continue. There hasn't been an increase in a number of years and even then, it will only decrease the deficit so much. We need to maintain this level of service. Any questions?

JeffRichards-how come you aren't asking for more?

JM-good question but we feel we can maintain the same level of service and maybe in time we may need to go higher but we feel we can manage with this nominal increase.

Question-is there still a surplus?

JM-yes, we keep a 3 month surplus, it is about \$120,000 per month so we need around \$400,000 in cash. This surplus is policy.

AlanW-so we only have about 6 months currently? We still see a >\$200,000 deficit even with dues increase? I would like to table the motion to increase to \$10.

JM-second?

CherylT-question first, as LHSC increases staffing, won't there be more money to increase dues?

JM-if they bring RNs and not RPNs. So far, they are attempting to change to things like team nursing and that can change the landscape. We feel the acuity is too high to do this.

CherylT-ok, this has been approached in MRT&D as well and change the skill mix to include an assistant which doesn't exist. Work around grievances are also going up.

JM-yes, there are an increase but again, some grievances have provincial ramifications. So we push the limits on the C.A. and we have been successful to benefit the members.

Carol-I would like to see the raise to remain at the original \$3. We have members that have reduced hours and are concerned.

JM-Carol comes from CBS and they have had many RN losses. They don't get the number of hours they used to have.

Question-if there is another \$1, what is the deficit.

EMQ-it becomes \$161,000 (demonstrates). Deficit won't be gone but it will be less.

Question-I feel for CBS but we are losing to RPNs so let's increase the levy now.

JM-ok, motion to increase? 26 in favour, 15 opposed and 1 abstain.

JM-motion to move to vote on the budget, first is Kathy and second is Alan. All in favour? 32 in favour and 9 opposed. Budget is carried.

JM-Let's move to the local policies. See copy of the changes that was handed out at the beginning. These were emailed. (Included in minutes). The changes were done in consultation with the local executive members. Reads.

JM-we can vote on each change or vote at the end. We can have discussion after each. Straw vote, who wants to vote after each section? -0.

JM-Reads the local policy with changes. 3.0 is on separate sheet. The intent is to reduce HR&E positions will merge to one. MRT&D will not have the grievance member. Moving on.

AlanW-can we increase the grievance committee to 5 permanent members for succession planning?

JM-we have a succession plan and you are on it and we will bring members on as needed but this is something that increases costs. I don't see an additional need for this as the mentoring is already being done. We can have a vote.

AlanW-I am tabling the motion to increase to 5.

JM-seconded? Katie W is seconder. Show of hand? 2 in favor, rest opposed. Motion is defeated.

Ellen-motion to add under LHSC committees the clinical nurse educator negotiation committee.

JM-the composition is 2 members, one is BUP and then 2 members, one from each site.

JM-seconder is Kathy. Now we vote. Original motion is about negotiation committee. In favour-unanimous.

JM-next motion, HAC committee for educators, in favour-unanimous.

JM-continues.

AlanW-do we need to add C.E. to JHSC like we do with MRT&D?

JM-we will add it under LHSC, it will be occupation health and safety committee RN/CE. Committee will be RN permanent members plus 2 C.E., one from each site.

JM-moving on 4.0. Reads. New language is around conference fees. So, any money for conferences, see 5.5, and next change is levy which will change now to \$10, so we will change that. After that meal allowance change....etc.

AlanW-is the CNSA on the budget?

JM-yes, this isn't automatic but we can should need arise.

JM-biennial convention, there are changes in the local policy. Reads. OK, 8.0, union business for day off, see appendix A.

AlanW-when you refer to executive in honorarium of 4 hour or 8 hour, is that non – executive?

JM-anyone on the BULT or BU executive don't qualify.

JM-Questions?

Question-appendix A, what is UBP vs UBR.

JM-explains.

JM-motion to approve the local policies? First is Diane and second is Alan. All in favour?
Unanimous.

JM-all the difficult items have been covered. Do people want to defer? Motion to defer?
Motion to adjourn? First is Janice is and second is Jeff Richards. All in favour?
Unanimous!

Adjournment

Meeting was adjourned at 21:50 by James Murray. The next general meeting will be at
[time] on [click to select date], in [location].

Minutes submitted by: Joanne Wilkinson, Secretary/Treasurer

Approved by: [Name]