

Minutes
Local 70712 – 2015 Annual General Meeting (AGM)
Ramada Inn, 2259 Prince of Wales
Union of Environment Workers
(Membership Meeting)
Ottawa, ON
Thursday, January 21, 2016
6:00pm

Local 70712 Executive Team	
President	Stephen Vanneste
Vice-President	Mike Lister
Treasurer	Naveed Ahmad
Secretary	Jeremy Brady
Chief Steward	Rubin Kooner
NWRC Representative	Luke Periard
CEAA Representative	Marie Josee Boudreau
CEAA Building Contact	<i>Vacant; secured Building Contact</i>
LaSalle Representative	<i>Vacant; secured Building Contact</i>
LaSalle Building Contact	
Booth St. Representative	<i>Vacant; secured Building Contact</i>
Booth St. Building Contact	

Members please note:

Documentation for the AGM will be presented on a projector; therefore no paper documents will be needed/provided.

1. Approval of 2015 AGM Agenda

Dave Buote motion to accept, seconded by Luke Periard

2. Harassment Policy

- L. Periard presents

3. Introduction of your Executive Team and Guests

- M.Lister - Introduction of the local.
- Jayne Powers - update regarding the respectful workplaces initiative.
- Stephanie Penwarden - gave us an update on the casino workers that are currently on strike.

4. National President / UEW Address

5. President's Report

- Outgoing Presidents report S.Vanneste:
 - He has accepted a new position. We have had a very busy year. Have solved many issues through a non-confrontational approach. There are other larger files that are taking longer to resolve. Highlighted case: Wildlife officers had a national group grievance. We took the lead on this case. We won it. It was a significant victory for us, a Local won a National Grievance. Steven expresses his best wishes for the local and the members. Motion to accept the Presidents report by Robert Armstrong, seconded by Luke Periard.
- Acting President Mike Lister:
 - Wishes Steven well. Since Stevens's resignation Mike has been involved in preparing for the AGM and dealing with grievances at the buildings in our area. Dealing with the budget that was quite limited was a challenge.

6. Chief Steward Report

- R.Kooner - Very busy year. Rubin Kooner is also the Human rights rep. All cases that Rubin represented won. Some cases are still on-going. Very proud of representing all the WET employees. She also developed the newsletters for the members and was working on our website. Stepping down as Chief Steward after this year.
- Luke Periard - Luke was very busy this year, working door to door and on the phone to get the vote out. He was on the OSH committee at his building.
- Marie Josee Boudreau - joined the local last January. Wanted to inform members about union issues. Organized members in her building. Looked at the historical aspects of obtaining maternity leave. Organized two pizza lunches throughout the year with members of the executive local. Participated in a special event at the PSAC for finger printing. Worked with management at CEAA. She presented a grievance and partially won it. Recently accepted by the PSAC to learn about new union stuff.

7. Treasurer's Report

- N. Ahmad - Naveed explained. Motion to accept by Jennifer Cunningham, seconded by Mike Lister. Carried unanimously.

8. Resolutions and Proposed By-Laws

(25min)

- Proposed Resolutions
 - Only Resolutions voted Concurrence (C) by the Executive will be discussed unless put forth by Members at the AGM
 - Resolution 1 – By Laws / New Positions
 - (reworded slightly) Due to the increased demand on the executive some new positions should be created: Public relations officer: with the intent to focus on newsletter, membership, events, and website, possibly attend meetings at discretion of the executive and any other duties deemed relevant by the executive. The pay to be determined by the

executive \$500.00? The intent is to take the burden for these types of activities off of the core executive members to allow them to better fulfill their responsibilities; this position would not be an executive position but attend *local* executive meetings as deemed necessary.

- 7 for. 4 opposed. 2 abstentions. Motion carried.

Resolution 1 b) (amended slightly) Shop Steward: this position is meant to rename and refocus the building representatives, the functions would be much the same, with slightly more emphasis on grievance handling, and much less on specific building representation. We have not had a full complement of building reps for at least 10 years and there is some disconnect with some of our buildings, by removing the emphasis on building rep more focus can be given to represent all of our members. The ideal would be to have people from our various buildings but in the normal situation of only having a couple of building reps we would be able to cover all of our buildings, I would suggest we set the number at 3 (at least for now) and compensation would remain at that of the current building reps. The buildings could be separated into sectors: LaSalle academy and CEAA as sector 1, 580 Booth, and NWRC as sector 2, and 335 River road as Sector 3, it is always desirable and preferable to have an officer that sits in one of the buildings in their sector. (This covers our current representation on the executive) Any shortage of sector representation will be assumed by the existing representatives to the best of their ability with assistance from the officers of the local. This realignment would not preclude us from continuing to have having building contacts, especially in buildings where there is no resident representative, and having them may help us to become more familiar with management in those instances. The rule concerning not having contacts in buildings where there is more than one representative on the committee would still apply.

- Luke speaks against this. Mike speaks in favour of it. John has a question of how we're handling buildings with no reps currently. Jayne is proposing that we rename these "employee representatives" as "shop stewards".

- Mike accepts the amendment to change the name of these people as "shop stewards". 9 vote for. 2 opposed. 2 abstention.

- 9 vote for. 2 abstentions. 2 opposed.

- o Resolution 2 – By Laws / Membership dues

- Mike explains. Point of this is to entrenching the dollar amounts into the by-laws. 13 for. Carried.

- o Resolution 3 – By Laws / Budget

- Mike explains. John Colless would like to amend as follows: The local executive will create a budget in advance of the AGM and will include this budget, along with an explanation of how it was created in the AGM package which is distributed to the members at least 30 days prior to the meeting. The budget will be tabled at the AGM and, if approved, will be adhered to as strictly as possible.

- Mike is accepting this is a friendly amendment. Calling for a vote on the acceptance of this friendly amendment. 9 votes for.

- 10 voting for. 3 abstentions.

- o Resolution 4 – By Laws / Contingency Fund

- Mike Lister explains the resolution. Split the resolution 4 into a) and b). A) Capping the contingency fund. 13 voted for capping the contingency fund. 1 voted against. Carried. B) Dues collected per member per month left at 8.50 allocated to operating expenses. 11 for and 2 abstentions. Carried.

- o Resolution 5 – By Laws / Finances

- Mike Lister explains. 12 for. 1 abstention.

- o Resolution 6 – By Laws / Elections

- Mike Lister explains. Unanimously carried.

- o Resolution 7 – By Laws / Finances Section 4

- Mike Lister explains. 12 for. 1 opposed.

- o Resolution 8 – By Laws / Local officers

- Mike Lister explains. 13 for. Carried unanimously.

Other item: rewording By-Law to say : "executive shall be entitled to pay \$20 to non-executive members for a meeting." The intention being that executive members are not also paid \$20 for a meeting in addition to their regular executive compensation. 12 for

- o ~~2015 Proposed By-Laws~~

- o Approval of By-Laws

9. 2015 Proposed Budget

(15min)

- o N. Ahmad

- o Approval of Budget. Mike Lister motioned to accept, Jennifer Cunningham seconded. Unanimously accepted.

Dinner Break

10. Elections - Stephanie Penwarden is running the chair

- o President - Mike Lister is nominating Naveed Ahmad, John Colless is seconding. Robert Armstrong is nominating Rubin Kooner, Marie Joseé Boudreau is seconding.

- Both addressed the AGM. Voting ensued.

- **Rubin Kooner was declared as President.**

- o Vice President - Naveed Ahmad is nominating Mike, Marie Joseé Boudreau is seconding. Robert is nominating Naveed Ahmad, Jeremy Brady is seconding. Rubin nominated Marie Joseé Boudreau, Celine seconded.

- Naveed Ahmad has declined the nomination. Both Mike Lister and Marie Joseé Boudreau have accepted the nomination. Voting ensued.

- **Mike Lister is declared as Vice President.**

- o Chief Steward - Rubin Kooner nominating Luke Periard, Marie Joseé Boudreau seconded. Mike Lister is nominating Marie Joseé Boudreau, Naveed Ahmad seconded. Both of these nominees have declined. Jeremy Brady nominated Naveed Ahmad, Robert

Armstrong seconded. Mike Lister is nominating John Coltess, Marie Joseé Boudreau seconded. All nominees declined. The position will remain vacant for now.

- Treasurer - Jeremy Brady nominates Naveed Ahmad, Jennifer Cunningham seconded. Rubin Kooner nominates Jeremy Brady, Luke Periard is seconder. John Coltess is nominating Robert Armstrong, Jennifer Cunningham seconded. Robert Armstrong and Jeremy Brady declined. **Naveed Ahmad is acclaimed as Treasurer.**
- Shop Steward #1 - Mike Lister nominates Marie Joseé Boudreau, Rubin Kooner seconded. Jennifer Cunningham nominates Luke Periard, Naveed Ahmad is seconding. Luke Periard declined his nomination. **Marie Joseé Boudreau acclaimed.**
- Shop Steward #2 - Mike Lister is nominating Anne-Marie Hussar-Lucas, Naveed Ahmad seconded. Marie Joseé Boudreau would like to nominate John Coltess, seconded by Rubin. John Coltess declined his nomination. **Anne-Marie Hussar-Lucas acclaimed as shop steward.**
- Shop Steward #3 - Robert Armstrong nominated Dave Buote, seconded by Jennifer Cunningham. Rubin Kooner nominated Luke Periard, seconded by Mike Grover. Mike Grover nominated Robert Armstrong, seconded by Celine Audette. Marie Josee Boudreau nominates Celine Audette, Rubin Kooner seconded. **Dave Buote acclaimed as shop steward.**
- Secretary - John Coltess nominates Jennifer Cunningham, seconded by Mike Lister. Robert Armstrong nominates Marie Joseé Boudreau, seconded by Rubin Kooner. **Jennifer Cunningham is acclaimed as secretary.**

11. Member Concerns:

- 2016 Regional Conference Delegates & observers
- Other

12. 2015 AGM Closing

- Approval of AGM Minutes
- Door prizes
 - \$25 gift card (Scott Dey), \$25 gift card (Jeremy Brady), \$25 gift card (Michael Grover), \$25 gift card (Rubin Kooner), Gift certificate for Ramada (Celine), Gift certificate for Ramada (Anne-Marie Hussar-Lucas), \$25 gift card (Mike Lister), \$25 gift card (Marie Joseé Boudreau), \$25 (John Coltess), \$25 (Naveed Ahmad), \$50 (Robert Armstrong), \$50 (Luke Periard), \$50 (Dave Buote), \$50 (Pervez Azmi).
- Closing of 2015 AGM - Motion to close the AGM by Jennifer Cunningham seconded by Luke Periard.

Please note:

Proposed By-Laws will only be provided in English because the Executive committee feels that translation should only be done once items have been approved.

The current approved By-Laws will be provided in both languages.

Members Present:

Mike Lister
Jeremy Brady
Naveed Ahmad
Luke Periard
Rubin Kooner
Marie Joseé Boudreau
Jennifer Cunningham
Michael Grover
Scott Dey
Celine Audette
Anne-Marie Hussar-Lucas
Robert Armstrong
Pervez Azmi
John Coltess
Dave Buote

Guests Present:

Steven Vanneste
Jayne Powers (NCR RVP - UEW)
Stephanie Penwarden (NCR - PSAC)

M. Lister - acting President

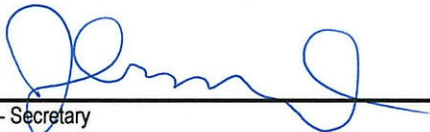
Date



March 5, 2016

J. Cunningham - Secretary

Date



March 5, 2016

