

**UNION OF TAXATION EMPLOYEES
LOCAL 20026 – PENTICTON
EXECUTIVE MEETING
Wednesday, November 9, 2011
Best Dam Sports Bar & Grill**

CALL TO ORDER: - ROLL CALL - 5:05 PM

Present:

Sharon Hickey, President
Ali Burton, Secretary
Jeremy Kliever, Steward
Julie Rowlands, Steward
Stefan Dobernigg, Steward

Derek Johannson, Vice President
Stephen Walker, Steward
Lynda Jones-Layng, Steward
Vitor Sociedade, Steward
Shiv Reddy, Steward

Absent:

Suzanne Besseling, Treasurer
Colin Halliday, Chief Steward
Nathan Zailo, Steward

Jason Hansen, Steward
Jocelyn Lagrange, Steward

ADOPTION OF THE AGENDA

Motion to accept the agenda: Ali Burton, 2nd: Sharon Hickey. Carried.

PREVIOUS MINUTES

No issues.

BUSINESS ARISING FROM PREVIOUS MINUTES

None.

PRESIDENT'S REPORT

- Steward and Vice President positions are up for renewal this year again. Nomination forms will be attached to AGM notice.
- All union executive is to prepare a written report re: activities undertaken throughout the year and forward to Sharon. Also, all Committee Reports are to be sent to Sharon as well before the AGM.
- AGM is planned for Thursday, February 2, 2011, at the Day's Inn Hotel. We have paid the same price for the AGM for the past 5-to 6 years. Union executive should be promoting attendance. There is a \$10 charge that the member will get back when they arrive at AGM.
- APSAR – Sharon has invited Joy Harrison, retiree, to attend the AGM.
- UMI – now called UMA for “Union Management Approach.”
- Dues increase was discussed at UTE Convention in Montreal, July 2011. A cost per member is concluded for resolutions that are passed over and above the surplus fund. A dues increase is only implemented if funds are required. \$0.45 increase expected in Jan/12 and the next would be \$0.35 but only if funds are required/utilized.
- All staff should have received their wage increase (as per Collective Agreement) on Nov1/11.

- Workforce Adjustment (WFA) – Pamela Abbott sits on regional committee. Derek J. and Sharon H. will sit on a local committee. More changes are expected due to “cost containment” plan underway. 5 employees were WFA’d in Kelowna and 3 in Penticton. WFA allows for more protection than a permanent later move.
- Audit – Education qualification requirements have changed.
- Staffing Course – was planned for Nov/11; however, it has been postponed due to national office (sick leave) and changes to the course. Generally, we are funded for 2 seats for regional training courses.
- Pacific Region won \$3,000 (2nd place) at a conference. This money will go into the Pacific Region’s training budget.
- New discipline matrix – Sharon will email to all union executive.
- Pilot project – SP05 ARNI position.
- Audit decoupling of ITA/ETA – 2 separate job descriptions.
- Conflict Resolution – training may be coming up in near future.
- Duty of Fair Representation – info session on this topic is coming up and Sharon will email info to executive.
- Regional Presidents’ Meeting in Vancouver – Discussed WFA, UMC (terms of reference), Staffing (terms, acting assignments, and temporary lateral moves will be discussed at next meeting), training plan (to come out in April/12).
- Presidents’ Conference (Sept/11) – Talked about PSTAR and scale back plan is still unknown. Not sure as to what is happening with employees. Also discussed harassment and that if harassment occurs in workplace, the member should file a harassment code of conduct complaint as well as a grievance, as the two together is more successful. Political action was discussed – there will be some plant gates coming up. They also came up with an action plan to address CFIB and Harper government.
- Pink Shirt Campaign (Feb29/12) – in Penticton office, there is a committee being drawn up.

Motion to accept the President’s Report: Ali Burton, 2nd: Stefan Dobernigg. Carried.

VICE-PRESIDENT’S REPORT

- LWIA Committee – Derek is on this committee and they are updating the policy/guidelines. There will likely be no issues with getting LWIA next year due to economic times.

Motion to accept the Vice-President’s Report: Sharon Hickey, 2nd: Ali Burton. Carried.

COMMITTEE REPORTS

GRIEVANCE AND STAFFING RECOURSE: Derek advised there are a few grievances in process. As for staffing, a new group recently hired with project money awarded to SITSO.

EDUCATION AND TRAINING: Please email Sharon any courses union executive signs up for.

WOMEN AND EQUAL OPPORTUNITY AND EMPLOYMENT EQUITY: No report.

OCCUPATIONAL HEALTH AND SAFETY: Stefan D. & Lynda went to Vancouver for training Oct17-20/11. Next course, Julie and Vitor are on a waiting list.

MEMBERSHIP: No RANDES; everything is up to date. Sharon has sent in membership cards for last few groups hired.

CONSTITUTION AND BYLAWS: Will be reviewed before AGM to determine if any changes are needed.

BURSARY AND SCHOLARSHIP: These are up-to-date and paid.

EMPLOYEE ASSISTANCE PROGRAM: No report. Karen Johnson is the new EAP Referral Agent for SITSO, replacing Diana Fraser. Anyone on the union executive cannot hold this position.

COLLECTIVE BARGAINING: Collective bargaining team can be contacted through online form, but must go through Sharon/Derek first.

POLITICAL ACTION: Plant gates may come in near future.

STAFFING & WORK FORCE ADJUSTMENT: Workforce adjustment occurring as a result of “cost containment.”

WEBSITE ADMINISTRATOR: If anyone has any ideas or suggestions for the website, please pass along to Stefan Dobernigg. Derek has requested a grievance forms link be added to the site.

NEW BUSINESS

If anyone received a voting pamphlet in mail, it was paid for by South Okanagan Labour Council. PSAC only paid for envelope and postage.

CORRESPONDENCE

None.

WELFARE OF THE LOCAL

Colin Halliday – back to work on Tuesday, Nov15/11.
Jason Hansen – off work – will send him a card.

ROUND TABLE

Stephen Walker – Advised that members’ lunches are being stolen from lunch rooms – Sharon will bring up at AGM as appears to be ongoing problem.

Sharon Hickey – Please let Sharon know when you are away on work road trips or on extended vacation/sick leave.

ADJOURNMENT

Meeting adjourned at 7:00 pm.

Next meeting date and location is to be determined (expected to be in January).