

DRAFT

SUBJECT: General Membership Minutes

DATE: Sept. 30, 2011

PRESENT: Oshawa Campus – 12:00 p.m. – 82 1:00 p.m. – 56 Whitby Campus – 17 Total - 155

MINUTES: 1. Ryan Way called the meeting to order at 12:10 p.m.

2. OPSEU Harassment and Discrimination Policy was ready by the Chair. Ann Hall w designated as contact.

3. Motion to approve the agenda. M/S/C Martin/Hopkins

4. Motion to approve June 23, 2011 minutes. M/S/C Hopkins/Roberts

5. Business Arising – None.

6a. Ryan noted unclaimed strike cheques will be mailed on Monday. The final cheque run will be Oct. 14th.

6b. Ryan introduced Rob Bemister from the Bargaining Team who noted the following points.

- The Team always said negotiations were not about wages but protecting jobs. Members went on strike to fight off concessions and because management would not bargain.
- He outlined the process that brought the members to a strike position.
- Gains that were made were new friends, potential new stewards, and a new sense of solidarity that support staff hasn't had in 32 years.
- Fought off the inability to control your own work schedule. Management wanted to be able to lock members into a compressed work week with no flexibility. Members needed the ability to opt out.
- Management took increasing temporary probations time by a year off the table.
- Management wanted to include the Initiatives Opportunity Letter in the Collective Agreement. The Union wanted an expiry date which they got.
- Management wanted to limit timelines to 180 days for grievances. From the Union's perspective grievances could be lost if the deadlines were missed. The Union agreed to 'Endeavour' to schedule grievances within 180 days.
- Management wanted to increase the hours and dollars for union representation. They took this off the table.
- Made some monetary gains as the original offer was 1.25, 1.25 and 1.5%.
- Members now have the ability to buy into the critical insurance policy.
- An increase in auto insurance if used for work if classification falls under a commercial vehicle.
- Can talk about weight loss, no smoking and tuition at EERC. 19 out of 24 colleges already have tuition reimbursement for members.
- The Contracting Out Letter is to be included in the Collective Agreement, therefore it won't expire.
- 4 people in the province will get release time for Mobilizing duties.
- Mediation was introduced into the Collective Agreement.
- Sole Arbitrators will cut expenses.
- Minimum wage was raised for summer students and the start and end time was increased.
- Out of country travel insurance now 100% covered.

- Complaints now will be handled faster with only 2 steps in the grievance process.
- Amount of notice to opt out of flex hours and compressed work weeks increased to 8 weeks from 6 weeks.
- Payment of Special Allowance moved to Sept. 1st or pay immediately after.
- No longer credit for part time service. Everyone will receive 6 months probation.
- Gains for the most part will go unnoticed as most of them were fighting off concessions.
- Dropped off voluntary recognition of part-time people.
- College to pay retiree benefits was dropped off the table.
- Unlimited bumping only got to the 4th bump so the Team took this off the table.

Rod was asked what would happen if the offer was rejected. He replied most likely members would be back on strike and hopefully bargaining would resume. The Bargaining Team does expect it to be ratified.

He was asked the process for strike breakers. This is up to the Local. It would have to be an agenda item at a General Membership meeting where the parties speak and the membership votes. Ryan noted this will be an agenda item at the next LEC meeting.

There were some part-time employees fired because they refused to cross the picket lines. Rod reported centrally they are trying their jobs back.

7. Meeting adjourned at 1:05 p.m.