

SUBJECT: Minutes, General Membership Meeting

DATE: January 19, 21, 2011

PRESENT: Jan, 19 – Oshawa, 12:00 p.m. – 34
Jan. 19 – Oshawa - 1:00 p.m. – 20
Jan. 21 – Whitby – 12:00 p.m. – 20 - 74

MINUTES: 1. Rick called the meeting to orders at 12:10/1:10 p.m.

2. Motion to adopt the agenda. M/S/C R. Nemisz/E. Bruni
3. Motion to approve the minutes of Nov. 24, 2010. M/S/C R. Nemisz/E. Bruni
4. Motion to approve the Treasurer's Report M/S/C R. Nemisz/E. Bruni
5. Ryan presented the following Demands put forward by the LEC:
 - a. Vacation Entitlement change to 1-4 years service – 15 days and 1 working day for each year service to a maximum of 45 days. M/S/C R. Nemisz/E. Bruni
 - b. That the severance pay be equal to 1 month pay per year service in Article 15.5.3. M/S/C L. Dillon/E. Bruni
 - c. That an Employee be given 10 working days to decide accepting a reassignment or layoff in Article 15.4.4.1. M/S/C E. Bruni/S. Taylor
 - d. That the notice period in Article 15.3.5.2 be increased to 6 months. M/S/C E. Bruni/M. Plank
 - e. That the Bargaining Team seek a wage increase of not less than 3%. M/S/C D. Bruni/E. Bruni

Amendment to the motion to read That the Bargaining Team seek a wage increase of not less than 3% per year of the Collective Agreement. M/S/C R. Nemisz/M. Andralojc

Additional Demands put forward:

- f. That the letter stating Initiatives/Opportunities addressed to Mr. Warren (Smokey) Thomas on page 123 of our collective Agreement be deleted. (Removal of letter from Collective Agreement.) M/S/C K. Piper/B. Martin
- g. Re Article 8.1.6 Dental paragraphs 2 and 3. To increase the lifetime maximum from \$2,500.00 per person covered to \$5,000 per person covered for crowns, bridges and orthodontics procedures each.
Rational: Expenses keep rising; need lifetime maximum increased.

Amendment to the Motion to read: In addition, the plan will be reimbursed at 75% by the insurance company.

M/S/C D. Zilstra/S. Taylor

h. That Dental fees be paid at 100% of the current year's fees. Currently paid at previous year's fees. M/S/C A. Conroy/H. Dunlop

i. 15 Sick Days – accumulate. M/S/C F. Lopez/E. Bruni

j. To include anti-smoking and weight loss for members under our Extended health Care. M/S/C S. Withers/D. Mather

k. That Paramedical be increased to \$2,500 per calendar year. M/S/C J. Lavergne/A. Nippard

l. To increase the Extended Health Care coverage rebate to 90% from 85%. M/S/C P. Crasso/G. Stairs

Ryan explained the Demands from all 24 colleges go the Bargaining Team who then reviews them and makes recommendations for the Final Demand Set meeting on February 12/13. At this meeting the Delegates from all the Colleges vote on the demands as recommended by the Team. The Bargaining Team then puts a package together to exchange with Management in June.

Ryan noted the mobilizers will play a very important role in this round of negotiations.

6. Motions to adjourn at 12:40 p.m. M/S/C R. Nemisz/E. Bruni
1:50 p.m. M/S/C E. Bruni/F. Lopez
and 12:40 p.m. M/S/C S. Taylor/P. Grasso