

Minutes
CUPEU Annual General Meeting
May 27, 2009 5:00 PM
Days Inn, 1005 Guy Street

Present See attendance sheet

1.0 Welcome

The meeting was called to order at 6:09 P.M.

2.0 Adoption of agenda

Moved by Laurel Leduc that the agenda be adopted as presented.
Seconded by John Raso. Motion carried.

3.0 Introductions

Welcome to all members who joined CUPEU since the previous AGM.

Introduction of Executive Committee.

4.0 Minutes

Moved by Shailesh Prasad that the minutes of the October 29, 2008 General Assembly be approved as presented.
Seconded by Shelagh Peden.
Motion carried.

5.0 Portfolio Reports

5.1 President/ Labour Relations

G. Selig reported that CUPEU has continued to grow over the last year, with a current membership of about 369, including 297 permanent and 72 contract employees with a mass salariable of about \$21 million. 345 of these employees are on active status, while 24 are on leave.

At this time, the University is financially sound. Concordia has chosen to run a deficit of \$5M instead of drawing down capital.

The University has been posting professional jobs with the words “flexible schedule”, despite the fact that the CUPEU collective agreement doesn’t provide

for this. CUPEU has approached the University about formalizing flexible scheduling.

There has been a surge in complaints about unpleasant interactions in the workplace. Anyone having a hard time in their working environment is encouraged to get in touch with CUPEU.

The only union that has not yet settled a contract since 2002 is the part-time faculty association. Some bargaining units have started engaging the University for the next round of negotiations.

There is currently an effort underway to review the benefits package. Employees may be surveyed. CUPEU considers the benefits package as a form of compensation and will defend it as such if need be.

Clause remorque update - As it stands, the draft agreement concerning the clause remorque contains the following items:

- 2% added to the June 1, 2007 pay increase;
- No changes to the two forms of employment security (ES), except that eligibility date for ES to age 61 moves 4 years forward to June 1, 2006;
- Outplacement services for employees on ES to be paid for by University, or
- Financial counseling available up to the value of outplacement services;
- Tuition waivers for laid off employees and their dependents;
- Clarification of 'abolishment';
- No changes to Professional Development;
- Slight changes to the way severance packages are calculated (maximum stays the same, partial years of service rewarded, 3 month bonus for taking a package soon after position abolishment)

In addition, there is also a draft document which would extend the Collective Agreement to May 31, 2010, including raises of 4% on June 1, 2008 and 2% on June 1, 2009 (equivalent to the public sector increase). Compounded, these raises would work out to an 8.2% overall increase in pay.

Salary verification – When the Collective Agreement was implemented in 2005 there were some serious discrepancies in the salaries calculated by CUPEU and those paid out by the University. CUPEU has been working on resolving these issues ever since. It is expected that this will be untangled within the next month or two.

Grievances

14 grievances were filed in 2008, while only 3 have been filed so far in 2009. The major areas of discussion are:

- Stipends – The University is supposed to consult with CUPEU when establishing stipend levels but this has not been the case. The University

has agreed to settle. CUPEU recommends establishing a stipend review committee which would provide a binding salary range to the hiring department.

- Disciplinary letters that were not copied to CUPEU are to be pulled from employee files

The main area of focus for the next year will be to reduce the number of outstanding grievances by settling them or bringing them to arbitration.

Communications

D. Robinson announced that the new CUPEU website would be launched in the next few weeks. CUPEU is looking to include new content in the website, such as periodicals from affiliate organizations and our own newsletters.

A Mobilization/Communications committee was formed last fall with the goal of getting CUPEU members more involved ahead of negotiations and providing support to the Communications portfolio. Members of this committee include Teresa Zuccaro, Owen Moran, Danielle Duguay, Anna Barrafato, Diane Sole and Betty Bondo. Activities are focused on increasing CUPEU's transparency to the membership, improving contact with members, facilitating intra-membership contact and to explore other forms of informal contact that might help contribute to the committee's goals.

Membership

In the absence of a VP Membership, F.Carrière reported that the membership should expect one large party near the holidays and one BBQ.

Professional Development

F.Carrière has taken over as committee chair. The P.D. committee members' terms are up for election. Thanks to Kim Archer and Tasia Argyrakis for their service over the last 2 years.

Special Projects

There is currently a project underway to break up the CUPEU constitution into its constitutional components and separate bylaw components.

Treasurer

D. Sole presented the 2008 financial documents to the assembly for review (attached).

The Audit Committee was thanked for its diligence and its report was presented, along with the Executive Committee's responses. S. Peden of the Audit Committee thanked the Treasurer for her meticulous bookkeeping. M. Icaza of the Audit Committee expressed concern with the Executive Committee's response to item 2 (returning all cheques, not just a sample). G. Selig recommended a meeting between the Audit Committee and the Executive to arrive at a mutually acceptable solution.

Moved by Shailesh Prasad that the 2008 financial documents, including the Audit Committee Report, be accepted as presented.

Seconded by Dave McKenzie.

Motion Carried. No objections.

D. Sole presented the 2009 Budget for approval.

Moved by Frank Carrière that the 2009 Budget be accepted as presented.

Seconded by William Wong.

Motion Carried. No objections.

6.0 Elections

President – Geoff Selig (acclaimed)

VP Communications – Dale Robinson (acclaimed)

VP Operations – Sheila Ettinger (acclaimed)

VP Special Projects – Frank Carrière (acclaimed)

VP Membership – Jocelyne Côté (acclaimed)

Committees

Audit Committee – Simon Horn, Shelagh Peden, Milushka Icaza, Brenda Fewster (acclaimed)

Union Council – N. Lanthier, A. Barrafato, O. Moran, S. Prasad, S. Lam, T. Zuccaro, D. Duguay, R. Chen Rangel, R. Melkonian, K. Archer, D. McKenzie (acclaimed)

Labour Relations and Grievance – Shoshana Kalfon and Frank Carrière (acclaimed)

Professional Development – Kim Archer, Sigmund Lam (acclaimed)

Electoral College – Shailesh Prasad, Simon Horn, Roberto Chen-Rangel*, Shoshana Kalfon, Chanel Bourdon* and Sigmund Lam (acclaimed)

*absent – Assume they wish to continue. Positions uncontested.

Employee Assistance Program – Gary Katch (acclaimed)

Pay Equity - Geoff Selig (primary) Teresa Zuccaro (alternate) and Danielle Duguay (2nd alternate).

Health and Safety – Sheila Ettinger (acclaimed)

7.0 Motion to Adjourn: Tim Lapin. Motion carried. Adjourned at 7:52 PM