

Minutes
CUPEU Annual General Meeting
October 29, 2008 5:00 PM
Le Grand Mât Hall, Hotel Maritime Plaza
1155 rue Guy, Montreal Quebec, H3H 2K5

Present See attendance sheet

1.0 Welcome

The meeting was called to order at 5:48 p.m.

2.0 Adoption of agenda

Moved by Shelagh Peden that the agenda be adopted as presented.

Seconded by Laurel Leduc.

Motion to amend by Dale Robinson: that item #8 (Ongoing mobilization committee report) be moved to #6c and be included as part of the report from VP Communications. Mover and seconder agreed to amendment.

Motion carried. No objections.

3.0 Introductions

The executive committee was introduced to the General Assembly. The names of members who had joined since the last General Assembly were read aloud.

4.0 Minutes

Moved by Laurel Leduc that the minutes of the November 29, 2007 General Assembly be approved as presented.

Seconded by Shailesh Prasad.

Motion carried. No objections.

Moved by Anna Barrafato that the minutes of the June 4, 2008 Special General Assembly be approved as presented.

Seconded by Frederick Francis

Motion carried. No objections.

5.0 Portfolio Reports

President

G. Selig reported that CUPEU has continued to grow over the last year, with a current membership of about 345, including 290 permanent and 55 contract employees with a mass salariable of about \$19 million. 319 of these employees are on active status, while 26 are on leave. CUPEU continues to be one of the most successful unions at Concordia.

CUPEU's three main decision-making bodies are the General Assembly, which should meet three times per year, the Union Council which meets monthly and the Executive Committee which meets every three weeks.

Some of the ongoing issues are:

- Trying to bring some technicians into CUPEU
- Finalizing a proposal regarding application of the clause remorque
 - still waiting for the University's text
 - will come back to the General Assembly with another proposal
- A large reviews of job profiles is underway at the University, and this may be part of a larger effort to reassess job profiles.
- Pay equity exercise is still ongoing
- The University's first ever Strategic Planning exercise is underway. Consultations with staff will be a part of this, and CUPEU members are encouraged to participate.
- It's likely that there will be a major restructuring of the University's board
- CUPEU is still trying to resolve salary calculation errors. This has the potential to affect about 100 people.
- There were 9 grievances settled in 2008. Some were wins, some losses.
- In terms of negotiations, CUPEU sent a letter to the University a year ago announcing that it was prepared to start negotiating. The University has not replied to date. The goal was to start negotiating in February 2008 and have had an agreement by May 2008. Recent developments in the economy will affect negotiations. The salary calculations mentioned earlier and some arbitrations are still in the way of a contract.

Communications

D. Robinson submitted a paper report that was read out to the assembly. Attached.

Membership

In the absence of a VP Membership, G. Selig reported that the plans for the Christmas Party are on track, and CUPEU is looking into holding more than one event per year, and tying this to the mobilization effort.

Operations/Professional Development

P.C. Brown reported that the effort to digitize all the CUPEU files is underway, and the goal is to have a computer-based backup while increasing accessibility to information.

The Professional Development portion of the website is experiencing problems. For now, the process will remain paper-based. The third round will be in January. One new development is that claimants will have to attach their itineraries to the expense claims.

A paper report summarizing PD activity was submitted by P.C. Brown. Attached.

Special Projects

F. Carrière reported that he has been maintaining communications with displaced members, been sitting on the Labour Relations Committee, taken on organization of the Christmas Party, and been participating in the salary calculation exercise.

Treasurer

D. Sole reported that despite the economic downturn, CUPEU has not suffered any losses since its assets are largely not stock-based. One possible negative effect is that over \$100,000 in GICs mature in November and will have to be reinvested, likely at lower rates.

Financial documents were presented to the assembly for review (attached).

Moved by Frederick Francis that the Profit and Loss Statement be accepted as presented.

Seconded by Tanya Churchmuck.

Motion Carried. No objections.

Moved by Anna Barrafato that the Balance Sheet be accepted as presented.

Seconded by Ghislaine Daoust.

Motion Carried. No objections.

Moved by Edith Katz that the Audit Committee Report be accepted as presented.

Seconded by Frederick Francis.

Motion Carried. No objections.

Moved by Sheila Ettinger that the Budget be accepted as presented.

Seconded by Shelagh Peden.

Motion Carried. No objections.

6.0 Elections

Treasurer – Diane Sole (acclaimed)

VP Grievance – Laurel Leduc (acclaimed)

VP Negotiations – Fred Francis (acclaimed)

Committees

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

Union Council (2 members) – Kim Archer and Dave McKenzie (acclaimed)

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

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

7.0 Other Business

E. Katz raised the issue of the payment holiday that the University had taken in contributing to the Pension Plan and asked if this is being pursued by CUPEU. G. Selig replied that all the unions filed grievances after the Supreme Court's decision that eliminates the possibility of pursuing the matter in court. The two options are to try to negotiate a settlement, or to force it to arbitration. The University has made it clear that they would likely not accept an arbitrator's decision, and would request a revision, prolonging the process. Negotiations on the matter are stalled, and it's not clear how to proceed.

E. Katz asked about possible pressure tactics. G. Selig pointed out that there is currently no surplus, so it's questionable what the end result could be. Also, the pension provides more benefits than it did last year. E. Katz suggested that this may be an item worth bringing to the negotiating table.

8.0 Motion to Adjourn: Fred Francis. Motion carried. Meeting adjourned at 7:27 PM