
CUPE Local 3905

Minutes of General Membership Meeting 2013

November 14, 2013

AT3004

Agenda

1. Call to order
2. Equality Statement
3. Roll Call of Officers
4. Accept agenda
5. Minutes of Last Meeting
6. Matters Rising
7. Treasurer's Report
8. Communications and Bills
9. Executive Committee Report
10. Committee Reports
11. Nominations and Elections & Installations
 - a. Budget Committee
 - b. Trustees
12. Personal Development Bursary
13. Unfinished Business
14. New Business
15. Good of the Union

Attendance

SN	Name	Department/Faculty
1	Bal Ram Adhikari	Biology
2	Yagya Paudel	Biology
3	Md. Shafiqur Rahman	Biology
4	Xin Chang	Chemistry
5	Alexandra Burchill	Geography
6	Richard Major*	Natural Resources Management
7	Jay Stapleton	Sociology
8	Krish Homagain*	Natural Resources Management
9	Rimaz Abakar	Engineering
10	Scott Wilkinson	Sociology
11	Peter Binsted	Chemistry
12	Jason Dampier*	Natural Resources Management

13	Shannon Tersigni*	Education
14	Na Zhao	Electrical Engineering
15	Ben Ong	Natural Resources Management
16	Samuel Nsiah	Natural Resources Management
17	Bilei Gao	Natural Resources Management
18	Scott Miller**	Natural Resources Management
19	Samuel Bartels	Natural Resources Management
20	Patrick Gauthier*	Natural Resources Management
21.	Kurtis Barker	Natural Resources Management
22.	Mike Hosszu	Natural Resources Management

* Office Executive (2012-13) ** Office Advisor

Notes taken by: Krish Homagain

Order of Business and decisions:

There was a scheduling conflict during the booking of the GMM venue. The originally advertised venue UC2020 was changed to AT3004. On behalf of executive committee Pat Gauthier apologized about the booking discrepancy and the delay caused by this.

1. **Call to order:** Meeting called to Order by President Pat Gauthier at 4:36 PM. Attendance sheet circulated.
2. **Equality Statement:** Read out by Pat Gauthier, 4:37PM
3. **Roll Call of Officers:** All executive members are introduced by Pat Gauthier, 4:41PM
4. **Accept agenda:** Agenda presented 4:43PM. Agenda item 11. C. Bargain Committee is proposed by Krish Homagain.
Moved by: Pat Gauthier
Seconded by: Pete Binsted
Discussion: None
Approved. Carried: All
5. **Minutes of Last Meeting:** Posted online in CUPE 3905 Site: Highlights Read out by Pat Gauthier. No further discussion.
Moved by: Rimaz
Seconded by: Shannon
Minutes Accepted, Carried.
6. **Matters arising:**
President Pat Gauthier presented following as matters arising from last AGM minutes:
Item 7 –Investment interest amount from Treasurer’s recommendation:

Item 7 – Extra summer PDB’s on the basis of Treasurer’s recommendation, those are already in action.

Item 10 – VP report on CUPE/GSA relations: No formal agreement has been made. There is a need of inter-union coordination meeting.

Item 10 – Presidents concerns over CUPE support: We were not getting that much support from CUPE National in the past. Since new rep (Ms Tara Miller) came, we are getting more support from the national. She were interested to join this meeting but because of her preschedule she could not. She has assured us to join our next general meeting. She is going to be the focal lead during our next bargain period.

Item 11 – Nomination for Chief Steward: We nominated/elected the Chef Steward on April AGM, but she started office later in the Fall. The president on behalf of executive committee took care of all steward responsibilities during that period.

Scott clarified about the treasurer’s recommendation and carryover of the bursary funds. No further discussions

Moved by: Rimaz

Seconded by: Pete Binsted

All agreed, Carried.

7. Treasurers Report:

16:49. Treasurer Jason Dampier presented following Financial Report;

Account Description	Forecast April GMM	Forecast May to Nov	Actual May to Nov	Difference	Updated Forecast
Retained Earnings - Previous Year	\$26,000.00	\$26,000.00	\$28,305.99	\$2,305.99	\$28,305.99
Dues from Lakehead University	\$75,200.00	\$18,800.00	\$19,641.77	\$841.77	\$77,308.43
Interest Income	\$3,000.00	\$1,500.00	\$2,261.86	\$761.86	\$3,761.86
Total Income	\$104,200.00	\$46,300.00	\$50,209.62	\$3,909.62	\$116,335.87
Contingency	\$10,000.00	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00
CUPE National Dues	\$25,568.00	\$6,392.00	\$6,535.56	\$143.56	\$26,142.24
Bond Premiums	\$200.00	\$0.00	\$0.00	\$0.00	\$200.00
Honoraria - Executive	\$24,000.00	\$14,000.00	\$13,600.00	-\$400.00	\$23,600.00
Honoraria - Other - Committees	\$6,700.00	\$3,350.00	\$600.00	-\$2,750.00	\$8,700.00
Employee	\$2,000.00	\$1,000.00	\$1,000.00	\$0.00	\$3,000.00
Training/Professional Development	\$1,000.00	\$500.00	\$0.00	-\$500.00	\$2,500.00
Appreciation	\$300.00	\$300.00	\$200.00	-\$100.00	\$200.00
Office Supplies	\$200.00	\$100.00	\$0.00	-\$100.00	\$100.00
Office Equipment	\$200.00	\$100.00	\$0.00	-\$100.00	\$100.00
Bookkeeping Fees	\$1,320.00	\$880.00	\$685.43	-\$194.57	\$835.43
Bank Charges	\$189.32	\$94.66	\$115.00	\$20.34	\$230.00
Office Space (rent)	\$400.00	\$400.00	\$400.00	\$0.00	\$400.00
Professional Development	\$11,000.00	\$8,500.00	\$8,500.00	\$0.00	\$11,000.00
LU Financial Award	\$3,000.00	\$0.00	\$0.00	\$0.00	\$3,000.00
Food	\$300.00	\$150.00	\$0.00	-\$150.00	\$500.00
Orientation	\$2,800.00	\$2,800.00	\$1,321.59	-\$1,478.41	\$1,321.59
Executive/General Meetings	\$750.00	\$375.00	\$0.00	-\$375.00	\$1,100.00
Sponsorships/Donations	\$500.00	\$250.00	\$0.00	-\$250.00	\$250.00
Total Expenses	\$90,427.32	\$49,191.66	\$42,957.58	-\$6,234.08	\$93,179.26
Surplus / Deficit	\$13,772.68			\$10,143.70	\$23,156.61
				\$7,000.00	\$10,000.00

Our local is in surplus as of Nov 2013, and this will be about 10,000.00 (surplus) by the end of this term. Jason clarified the several surplus and deficit inquiries by the members. Rimaz asked about the appreciation budget and surplus. Motion to approve the financial statement tabled

Moved by: Rimaz
Seconded by: Pete Binsted
All agreed, Carried. 16:55

8. Communications and Bills

16:56 Pat presented the communication with CUPE National. He informed about the appointment of Scott Miller as an Office Advisor who will also serve as a bargain employee for the upcoming bargain period. A bargain committee will be formed during this meeting.

9. Executive Committee Report

President's Report: 16:58 Pat Gauthier reported that there are 319 members as of Nov 2013. He mentioned that the Trustees report is not complete yet. Trustees are meeting next month and report will be due in next AGM. He proposed to move AGM to end of March instead of mid-April. Changing executive prior to 2014 bargaining will create better framework for knowledge transfer.

It may also help in Bookkeeper's timeliness. He again mentioned that CUPE Regional representative (Ms Tara Miller) is giving support on: Bargaining support, Committee training, Bargain Survey and actual Bargaining. The major issues in EC report he pointed are: AGM in April is too late, CUPE National's support is must for next bargain, and Trustees report is due next meeting.

EC Report is moved by: Jay S
Seconded by: Pete Binsted, All agreed, Carried

10. Committee Reports

Vice President's report: Vice President **Rick Major** gave a brief introduction of Bargaining 2014. Bargaining committee will be formed in this meeting. Training will be offered to all the committee members and those who are interested. There will be a Questionnaire / survey to all members. We will analyze survey and the Bargaining trends over time. A summary report with recommendations for bargaining priorities will be discussed to make the bargain strategy.

Internal Relations Committee report: Richard also informed about IRC. There are regular meetings being attended. Most recent discussions are in new branding of Lakehead and other voicing concerns.

Stewardship Committee report: Chief Steward **Shannon Tersigni** presented the report of stewardship Committee. No member complaints or grievances thus far. She mentioned that

there are 4 stewards actively working from following 4 departments: Education: Lucy Fowler; Health and Behavioural Science: Suzanne Chomycz; Social Science and Humanities: Jay Stapleton; and Science and Environmental Science: Xin Chang. She is still looking for Stewards from Engineering, Business and NRM departments. There are more than one executives from NRM, so may not be a good idea to have another steward.

She presented following report on “Stand Up for Fairness” Campaign:

- “Stand Up for Fairness” Campaign
- *The campaign is in response to threats pertaining to:*
- *Austerity budgets, government policy re: compensation increases, Bill 15 and legislative changes effecting bargaining rights.*
- *Campaign Goals:*
 - *Build member identification with THEIR union through one-on-one member conversations;*
 - *Inform members about the benefits of their union and the threats currently arising; and,*
 - *Use pledge cards to assist in building capacity to communicate, engage, and mobilize.*
- *CUPE 3905’s position:*
 - *Distribute and collect pledge cards*
 - *Identify and train “Communicators”*
 - *Communicators are members who can initiate one-on-one conversations about the campaign and their union with members other members.*
 - *CUPE 3905 will use training materials provided by the campaign workshop to increase member identification with our union.*
 - *The Stewards Council will take on the role of “Communicators” and will use the above training materials in their current work as faculty stewards, and will assist in the distribution and collection of campaign pledge cards.*

Membership Services Committee report: Recording Secretary Krish Homagain presented the Membership Services Committee report. He covered several membership services including.

- GA Orientation, Annual General and General Membership Meetings once in each year.
- Collective Agreement
- Personal Development Bursary
- Graduate Award
- Opportunities to volunteer and to serve in the committee

He encouraged members to use these services and

- Visit CUPE Website www.cupe3905.lakeheadu.ca

- Like us on Facebook
- Follow us on Twitter

And proposed his committee's future work plans as:

- Regular updates to websites and social media
- GA Orientation Event, and maintaining regular communication and records.
- Always looking for new members and new ideas!

Krish clarified the concerns raised by Yagya, Rimaz, and Scott.

Committee Reports are moved by: Pat and Rimaz

Seconded by: Pete, All agreed, Carried.

11. Nominations and Elections & Installations

Following members were elected unanimously for different committee and Trustees:

a. Budget Committee:

Continuing Member:

Alexandra Burchill Re-appointed 1 yr Term

b. Trustees:

Alexandra Burchill First ear

Peter Binsted First year of 3 yr term

Rimaz Abaker First year of 3 yr term

c. Bargain Committee:

Jay Stapleton Chair

Alexandra Burchill Member

Rimaz Abakar Member

All agreed, no more discussions, Carried.

12. Personal Development Bursary

Krish presented the details of the PDB recipients for the summer and Fall 2013.

There were 11 bursaries available for summer 2013. All eligible 11 applicants were awarded each.

SN	Summer 2013 Recipients	
1	Pete	Binsted
2	Brenda	Magajna
3	Laxmi	Pathak
4	Krish	Homagain
5	Vincent	Jones
6	Leida	Mae
7	Jason	Dampier
8	Sashi	Shahi
9	Afekwo	Mbonu
10	Md Saiful Ismail	Khan
11	Larysa	Turko

Member Scott Miller's application was complete but due to his conference in the state he missed the deadline. He pledged to consider his PDB application saying that he will not be eligible for the next term. Krish moved this motion to award this PDB for Scott Miller. Richard Major Seconded. Motion Carried.

There were 5 spots for fall 2013 and only 5 applicants were eligible. Following were the recipients:

- | Fall 2013 Recipients | |
|-----------------------------|--------------------|
| 1. | Alexandra Burchill |
| 2. | Rimaz Abakar |
| 3. | Samuel Bartels |
| 4. | Kurtis Barker |
| 5. | Shannon Tersigni |

PDB cheques were handed to the recipients during the meeting. There is no carry-over for the winter 2014. Krish informed that the next deadline is Feb 2014.

13. Unfinished Business

None

14. New Business

None

15. Good of the Union

Adjourn motion

Motion by Pete

Seconded by: Alexandra

AGM Adjourned at 17:27