

*Independent Association of Western Quebec*  
*Association Indépendante de Western Quebec*  
**Travaillons Ensemble**



**Annual General Meeting**  
**Dr. S.E. McDowell**  
**May 12<sup>th</sup> 2015**

**Attendance – Executive Team**

L. Fitzsimmons – President  
L. Matthews – Vice President  
R. Vincent – Treasury  
JCFortin - Secretary

**Attendance - Members**

S. Greenshield	M. Forgues	J. Tubman
T. Kline	H. Hodgins	M. Palmer
N. Bullis	F. Frost	D. Campbell
A. Stafford	L. Mongeon	

**Opening of Meeting**

- Meeting started at 5:05pm. Welcome and introduction of the Interim Executive Team.
- From the last meeting – L. Fitzsimmons mentioned to the members that the Caretakers and Technicians are now hired as WQSB employees and are no longer on contract. The Computer technicians had a 90 day probationary period.

**Approval of Agenda**

- Motioned by F. Frost and Second Motion by M. Forgues to approve the agenda. **(Carried Unanimously)**

## **Approval of Minutes of AGM – November 6<sup>th</sup> 2013 – held at Pontiac High School**

- Motioned by J. Tubman and Second Motion by H. Hodgins to approve the minutes from the last AGM Meeting that was held on November 6<sup>th</sup> 2013 at Pontiac High School. **(Carried Unanimously)**

## **Treasury Report 2013-2014**

- Approval of Treasury Report for 2013-2014 was presented by R. Vincent.
- Motioned by J. Tubman and Second Motion by L. Mongeon to approve the Treasury Report for 2013-2014. **(Carried Unanimously)**

## **Treasury Report 2014-2015 (New Report)**

- R.Vincent presented the year to date, new and improved Treasury Report for 2014-2015. The new report was received well by all members.
- Legal Fees were discussed - A new contract was signed with the Lawyers. The fee was high but the hourly rate is lower. As the Executive Team becomes more familiar with the process and procedures, we anticipate that the need to use legal services will decrease.
- Membership fees are currently at 1%. There is no increase at this time.
- Negotiations fees are high but this is something that happens every 4 years and is held in Montreal. The government will be providing a small reimbursement towards the expense.

## **Elections**

- It was noted by L. Fitzsimmons that the term of the interim executive is up as of January 2016. Nominations are taken in November. The question was asked if the Committee could have an extension while we are currently going through the negotiations process for the 2016-2021 Collective Agreement.
- Motioned by L. Mongeon if negotiations aren't done by December 31<sup>st</sup> 2015 that the current Executive Team will continue its duties until the negotiations done. **(All 11 members agreed)**

## **Global Day**

- Global Day will take place on November 27<sup>th</sup> 2015. The Committee members are: Chair K. Robertson, J. Cadieux-Fortin, C. Brindamour, Y. Denault, F. Frost, W. Larin, M. Nealon, D. Norris, K. Teske and L. Visentin
- All support staff – November 27<sup>th</sup> 2015. Complete support from the Board.
- L. Fitzsimmons asked members are they willing to allot 75 union paid hours to the Global Day Committee to prepare for the event. Motioned by S. Greenshields that a maximum of 75 union paid hours be allocated to the Global Day Committee. **(Carried Unanimously)**

## **Executive Business**

- L. Fitzsimmons announced to the members that we had 114 grievances when the new Executive Team started. We are proud to announce that these are only 2 outstanding grievances.
- Settlement grievances – 114 we have settled all but 2. Grievances included Job Postings and PD Days for Spec Ed Techs/Attendant to Handicapped, Special Projects.
- Due to the fact that the majority of the grievance were for postings and to impact the majority of our members the IAWQ and the WQSB agreed that the Board will credit in the appropriate bank one prorated day of holiday for all Employees at the service of the Board during the Christmas Holidays of 2014-2015 only, prior to May 15<sup>th</sup> 2015.
- The Board and the Association agree to discuss the issue of Christmas Holidays in the upcoming negotiation of the Local Agreements. Until a new agreement is reached, employees will continue to take two days from their annual vacation to benefit from the two week shutdown during Christmas break.
- Special Projects going forward will be posted for all to apply in the future.
- Newsletter will be done once a month starting in June 2015.
- The Union Office has moved from PWS to Lord Aylmer following an offer from the Board to accommodate the New Executive Team. It was noted the \$799.08 which was paid for by the Union for moving expenses, will be split with the Board. A credit for half of the amount will be reimbursed to the Union in the next few weeks.

## **Delegates**

- L. Fitzsimmons mentioned to the members that we are looking at having delegates in all of our schools.
- N. Bullis has and will continue to distribute materials for support staff at PHS
- J. Laviolette is the delegate for St John's/JPII
- F. Frost will let the Executive Team know who the delegate is for Dr. Wilbert Keon.

## **Negotiations**

- L. Matthews mentioned that the government has currently offered an increase of 0% for the first 2 years and 1% for the next 3 years. This is province wide
- Our deposit has been submitted.
- Reviewing the English text of the Collective Agreement. Since the text was translated from French to English. There are a lot of translation errors that need to be corrected.
- Just at the beginning stages. Very long political process ahead of us. Currently starting to work on Chapter 2.
- Cuts are more towards education and health care. This is a general observation
- Still talking about changing the pension – 35 years of service can retire at age 62 (Not clear on this one Lorraine – can you help me out) This is something that the government is proposing retirement without penalty will go to 67 from 65 years of age

## Health Insurance

- We are currently locked into a 3 year contract. We have made it one of our mandates to try to find a better solution to the Health Insurance premiums of our members for the next term. In Quebec it is mandatory to be part of a group insurance plan if your employer offers it. You may be exempt from our plan if your spouse/partner is covered by a group plan at his/her place of employ. Proof of exemption is MANDATORY
- Due to restrictions and requirements placed on school boards by the government the choice of insurance companies is very limited.

## Introduce the New Website to the Members

- R. Vincent presented to the members our new website.
- A recommendation from the members is to put the school calendar on the website. (R. Vincent to complete request)

## Constitution/Local Agreement/Letters of Agreement

- We are currently reviewing the Constitution as updates/revisions have not been made in several years. Once the revisions are made we will be asking members to adopt the amended constitution.

## Adjournment

- Motioned by J. Tubman and Second Motion by N. Bullis that the meeting be adjourned at 6:30pm **(Carried Unanimously)**

## Action Items (Questions) for Executive Team

- Cafeteria (Lunch Time) Ratio adult/student – Maybe 1 per 20 (question from member) normally there is three or four adults watching the students. (L. Fitzsimmons to follow up on this question)
- Put suggestion to Global Day Committee to have a workshop on retirement (JCFortin to present at Global Day Committee Meeting)
- Caretakers are not being replaced when they take holidays (JCFortin to validate)
- Daycare currently opening school – should there not be someone from Maintenance or a Caretaker securing the building? (L. Fitzsimmons to validate)
- Special Leave for Bereavement (L. Fitzsimmons to verify) – (Can negotiate this during the Local Agreement)
- Daycare Prep Time - ***Daycare prep time has been incorporated into the Daycare Educator's hours***