

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



Let's Work Together

Annual General Meeting

REVISED

Located at: Darcy McGee

May 14th 2015

Attendance – Executive Team

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

Attendance – Members

A. Carbonneau	C. Gifford	J. Flemming
J. Cayer	J. Plaxton	M. Arens
K. Teske	F. Frost	D. Campbell
J. Skrovonek	L. Beaulé	S. Crawford
T. Gauthier	S. Lefebvre	N. Splane
W. Wesley	P. Fairhurst	Y. Denault
K. Robertson	L. Bacon	S. Latour
D. Norris		

Via Webinar: M. Queale, J. Humick, C. Girard, R. Humphrey and T. Boutin.

Opening of Meeting

- Meeting started at 6:45pm.
- 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 P. Fairhurst and Second Motion by C. Morrison approved the agenda. **(Carried Unanimously)**

Approval of Minutes of AGM – November 7th 2013 – held at Darcy McGee High School

- Motioned by P. Fairhurst and Second Motion by K. Teske to approve the minutes from the last AGM Meeting that was held on November 7th 2013 at Darcy McGee High School. **(Carried Unanimously)**

Treasury Report 2013-2014

- Approval of Treasury Report for 2013-2014 was presented by R. Vincent.
- Motioned by J. Skrovonek and Second Motion by P. Fairhurst approved 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 fees are high but the hourly rate is lower. As the Executive Team becomes more familiar with the process and procedures, the Executive anticipate that the need to use legal services will decrease.
- Finance question from Y. Denault as to why the larger package was chosen by the old executive team. Answer: The previous Executive team at the time of renewal felt that the offer of more hours and a lower hourly rate was better considering the amount of time with the lawyer being used and the amount of grievances being processed.
- Membership fees are currently at 1%. There is no increase at this time.
- Negotiations fees are high due to the fact that the meetings occur in Montreal every 2 weeks
- Maintenance expenses are due to the fire proof safe that was in need of repairs.
- Adjudicator Fees – Mediator – this is the mediation process used twice as an alternative to a grievance to resolve a dispute between the IAWQ and the WQSB
- Members really enjoyed the presentation and the new format that was presented to them.

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 Y. Denault and Second Motion by C. Gifford to have the nomination take place in November 2015 and Elections to take place in January 2016.
- Of members present/webinar we had 18 votes to have Elections and 5 to extend elections
- With 11 at Pontiac and 5 at D'Arcy count was 16 to 18 in favor of having elections in January 2016. (Passed)

Global Day

- Global Day will take place on November 27th 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 27th 2015.
- 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 C. Morrison that a maximum of 75 union paid hours be allocated to the Global Day Committee.
- Second motion brought forth by Yvon Denault that if the Global Day Committee is going to surpass the 75 hours allotted by the Union that the Executive Team may have the discretion to approve any additional hours above 75.
- K. Robertson spoke about Global Day and let the members know that the committee will be focusing on mini workshops, having a motivational speaker and a great opportunity for us all to network.
- An AGM Meeting will happen during the Global Day Activities.

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 there is only 1 outstanding grievance remaining.
- 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 15th 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. (something to negotiate during our Local Agreement)
- Y. Denault mentioned that the French Board members get the two days off during the Christmas Holidays. They don't have to use their annual vacation days.
- 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 PWHS 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.
- What is the role of the delegates for each school?
 - This is the front line person, the go to person within the school, easy accessibility and able to direct issues/concerns to the Executive Team. Ensures that we have the email addresses of all members. Basically the eyes and ears for the members. Posting information about all or any Union related matters.
- If there is more than one, the best way to choose one is to have an internal election at the school. Ballots to be done and support staff to vote.
- Recommended to be done on an annual basis upon new school year start-up.
- Delegate at Greater Gatineau – L. Bacon.
- Delegate at Eardley – P. Fairhurst.
- It was suggested that perhaps a delegate can be nominated for a school from another building

Negotiations

- L. Matthews mentioned as per current deposit the government is offering 0% for the first 2 years and 1% for the next 3 years this is across the board Teachers included.
- Unfortunately at our table salaries aren't discussed. Currently 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. **(members are wondering how many chapters are deposited)**
- Money & Health Insurance are a big Items for us
- Reclassification of School Secretaries: This item will not be discussed at the Provincial tables. The Executive Team does however feel that this is something that should be addressed in the near future. School secretaries want to be reclassified—This will be discussed further on into negotiations.
- Lester B – Attendant to Handicap have concerns pertaining to a children who require breathing or feeding tubes– who is responsible and who should take action? Who would be liable if something serious were to happen to these children?
- The age for unreduced pension will change from 60 to 62 and for calculating average salary will be 8 years up from 5 years. The penalty for early pension would rise from 4% to 7.2%. Still talking about changing the pension – 35 years of service can retire (no Change). This is a government policy that they are trying to put through the retirement age is 67 from 65.

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. Quebec it is mandatory if your employer has a group plan to be on it unless you are with another group plan through a spouse / partner. You must provide HR with proof of exemption
- Manual billing could be an option instead of magnetic – more opinions of companies to select from when we are choosing our new insurance broker. If we could go magnetically, what would the savings be and how would it impact manual input for HR. Union will ask question to see if this is possible.
- Due to the requirements placed on the School Boards by the government the choice of insurance companies is very low(I think there are about 3 or 4 we can choose from)Since this comes directly from the Ministry on our selection 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 add the seniority list along with the PIC expenses, applications and the Travel Claim Form. **(R. Vincent to add suggestions to website)**
- Members were encouraged to contact Rachel or any Executive if they had additions, suggestions for the website.

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 A. Carbonneau and seconded by K. Teske that the meeting be adjourned at 8.27pm.

Action Items (Questions) for Executive Team

- Person with two classifications – Attendant to Handicap & Daycare (3 hours each, As an attendant to the Handicap they take a holiday pay and - Take a leave without pay Can't exceed the hours. (Lyn to develop question and verify information for further clarification)
- Attendant and Daycare – you are absent from aid and get paid by daycare. Principal discretion? (Lyn to clarify)
- If a member has been on maternity leave or sick leave, they can carry additional vacation time to the next year – ***This must be requested in writing to the Director of HR, M. Dubeau before June 1st.***
- Service D'accueil would not be classified as a special project- ***Special Projects would include posts for Native Grants, Aboriginal Success Grants, Eagle Village First Nation, etc. A Special Project would recognize funding for a post for one school year period that is not part of the regular budget parameters. Non-Special Projects would be Québec en forme, Homework grant, Service accueil, etc. These are funds provided by outside sources that not pay according to the IAWQ Collective Agreement salary scales. These hours are usually worked by time sheeted employees.***
- What is the role of the delegates for each school? Expectations (Executive Team to create a package for members to review)
- Potential policy to implement is to have schools do an annual vote if there are two members interested in being the delegate. Elections could be done annually for delegates in each school/center
- ~~School Secretaries to be reclassified as Admin Tech is a discussion at negotiations and this would be for primary school secretaries only~~

