

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



*Let's Work Together*

**MINUTES**

**ANNUAL GENERAL MEETING**

**NOV.7, 2013**

**D'ARCY MCGEE HIGH SCHOOL**

**PRESENT:**

*M. Cousineau*

*L. Fitzsimmons*

*M. Queale*

*L. Matthews*

*A. Krytskaye*

*C. Gifford*

*E. Varin*

*C. Girard*

*L. Larose*

*B. Lussier*

*A. Vega*

*M. Roy*

*K. Robertson*

*R. Vincent*

*N. Belec*

*P. Fairhurst*

*J. Bergh*

*L. Ritcher*

*C. Morrison*

*H. Beresford*

**REGRETS:**

*R. Humphrey*

*R. Sear*

*T. Lee*

1. **Approval of Agenda:** M. Roy
2. **Approval of minutes** (may 29, 2013 PWHS): M. Roy
3. **Budget:** Matt explained the breakdown of the expenses once again the bulk of it is going to Legal Fees. Also stated that the IAWQ now has an office at PWHS the incurred a minimal expense for renos and furniture  
Kim Robertson asked: to look at other options for lawyers  
-bank fees, why are we paying them, it was explained that it is a corporate account and IAWQ was looking into possibly ING that has no fees not sure if that would apply to corporate/non-profit organizations.  
-want copy of association constitution  
-want copies of legal expenses break down

4. **ARBITRATION SUMMARY:** IAWQ went to arbitration and lost. Cost to union will be approx. \$10,000. There are 3 other possible arbitrations coming forth.
5. **Update on 2 court dates with the Comm. Relation du Travail:**
  - a) Mike explained that union has settled with WQSB for Computer techs that had been working under contract have been hired by the board. The jobs will not be posted but the employees will be on a 90 day probation.
  - b) Maintenance: Board wants to settle. Union would like to see 75% of jobs kept within the WQSB and not go out to contractors. Court date is Dec. 19, 2013
6. **Health Insurance:** premiums will be increased in jan.2014 anywhere from 23%- 29%. This is the first increase in 2 years.  
B) Broker will be going to tender in June 2014.  
Discussion: why are premiums so high, we don't get anything for what we pay; can't we go to another company?  
Response: School Boards are restricted to 4 or 5 insurance companies, companies must have GRICS for electronic billing, in our s/b only 52% (172 employees) are on the health system. Brokers suggest to lower costs for people who are on long time meds, could use a mail order pharmaceutical company Xpresspharm. Union will ask during negotiations for more options eg. Glasses.
7. **Negotiations:** To begin jan.2014 for the collective agreement. Mike noted that this is in Montreal and union will incur expenses for this.
8. **Luce Pattison:** Mike explained that Luce was a pinnacle in Union business. She was with Lester B. Pearson board who we partner with for Collective agreements etc.
9. **ESIASP:** Eastern Shores association will no longer be part of our partnership. They decided to go on their own or join a larger union.
10. **Relationship Board/Union:** it is getting better. The board wants to negotiate more to avoid grievances.
11. **Global day:** Union would like to have a permanent date yearly so that all personnel can participate. Possible date would be one of the 2 PD days in November.
12. **Day Care Prep:** Union would like to see standardized time. M.Dubeau has sent e-mail to principals. All day care are getting some form of prep time since call to Mike Dubeau

Discussion: How much prep time per day? Board has agreed to 50 minutes per week, should be 30 minutes per day.

13. **Reps in schools:** Some schools have no reps, while others have more people wanting to be the reps. Union will check constitution to see how to handle the situation where schools are able to have elections now or have to wait till next general election.

14. **Varia:** Members would like to have more meetings. Union will take this into consideration.

Possible Video Conference for Northern Schools: Union will check into what is involved in getting this set up.

Attendant to Handicapped. Posting with the same hours, person should be called back. Hours have to be given by seniority. If hours are lower person who was in the position previously has the opportunity to accept or refuse. More hours jobs will be posted.