

SCFA Winter General Meeting – Meeting Minutes

March 6, 2018

Selkirk College, Castlegar Campus: Room SEN 221 @ 4:00 PM

Recorder: Jessica Wright

Called to order 4:15 PM

#	Item	Discussion	Outcome/Action
1.	Approval of Agenda	1) Additions: a) Executive Appointments added as # 3	Approved
2.	Officer and Standing Committee Reports		
	President's Report (DS)	1) 3-4 years ago FPSE voted to create an Indigenization Handbook a) Book is now complete b) Launch will be March 15 at Emily Carr c) Selkirk release tentative for March 20 (TL) i) Waiting for speaker confirmation and additional details d) Selkirk will have 20 copies with hopes to purchase more 2) AGM – call for nominations to fill opening positions a) DS has appointed Tracy Punchard, Leesa Dean, and Jonathan Vanderhoek to Nominating Committee to put together slate 3) Bargaining Process a) Contract runs out April 2019 but the process has already started i) FPSE bargaining conference in Vancouver b) Meeting with Employers Associations 4 at a time to discuss secondary scale issue for each local. Ours: i) Sliding Scale LOU 7 (online teaching) ii) Reduction Formulas (lab, music, etc.) – not pursuing c) Conference i) History of bargaining (1) We have always done best when we have had the most Locals at the bargaining table (2) We have always participated in Common Table d) Bargaining Committee: VV, LM, RJ, DS	

	<ul style="list-style-type: none"> 4) Grievances <ul style="list-style-type: none"> a) Busy year – Further detail to be provided in VP Advocate (LM) Report 5) Member Engagement <ul style="list-style-type: none"> a) Lead up to bargaining – “year of engagement” b) Busy handing out union cards, mugs, chocolate, t-shirts... 6) Formed Steward Committee 	
VP Advocate (LM)	<ul style="list-style-type: none"> 1) Grievances – 3 going to arbitration <ul style="list-style-type: none"> a) 9 active before Christmas b) Harassment (gone to investigation) c) Vacation refusal d) Drug Watch e) Job classifications f) Regularization g) Workload 2) Stewards Committee <ul style="list-style-type: none"> a) <i>KF. suggests to start by August to beat the start of the year rush</i> 3) Union Office – Across from Nadya <ul style="list-style-type: none"> a) Storage b) Instructors without space can use too 	
VP Liaison (RJ)	<ul style="list-style-type: none"> 1) Website: scfa.ca <ul style="list-style-type: none"> a) Blog to comment b) PD c) Benefits d) Pension e) FAQ f) Who's who - About 	
Bargaining (VV)	<ul style="list-style-type: none"> 1) DS stole my thunder 2) Exciting time to bargain 3) Fragmented only 9 out of 21 participated in Common <ul style="list-style-type: none"> a) Solidarity between Locals is power b) Change of government provides opportunity 4) Survey is coming <ul style="list-style-type: none"> a) Early stages of bargaining 5) Mid-late March 	

Pension Officer (SS)	<ol style="list-style-type: none"> 1) April 1 Pension increase of .1% 2) Canadian Labor Council – Pharma Care <ol style="list-style-type: none"> a) Retirement – decreased coverage b) Formulary – reduce drugs that are covered (Manulife) c) Opportune time to introduce federal Pharma Care program 3) Would increase R&D funding 	
Carol Andrews	<ol style="list-style-type: none"> 1) Last weeks meeting 2) Board voted for up to 2% increase <ol style="list-style-type: none"> a) Board did request Management return and tell us where the increases are and what they are b) 2% may not be across the board 	
Treasurer (MK)	<ol style="list-style-type: none"> 1) Status Quo 2) Overall dues have gone up as more employees are hired yet expenses stay the same giving us a surplus <ol style="list-style-type: none"> a) During bargaining usually spend more b) Doing less bargaining saved cash to create more of a surplus c) Sitting pretty 	
DMRC (TF)	<ol style="list-style-type: none"> 1) Challenge has been meeting with HR (Aurora) <ol style="list-style-type: none"> a) Suppose to meet every 6 months b) New reps Arleen Gallo and Trina Sutherland 2) Most common claim with most locals was invisible illnesses or mental health 	
	OFFICER REPORTS APPROVED	Approved Seconded Carried
3. Executive Appointments	<ol style="list-style-type: none"> 1) Move to appoint Jessica Wright as Secretary 2) Renee Jackson Harper stepped down Education policy committee <ol style="list-style-type: none"> a) Move to appoint Tracy Punchard until next AGM 	Approved Approved
4. Constitution Review	<ol style="list-style-type: none"> 1) DS recommends to amend constitution to end President term limits Section 1.1 C <ol style="list-style-type: none"> a) Term cuts into Bargaining (Started during, ending during) b) Presidents that have been there the longest seem to have the greatest impact - Advantage at FPSE c) Aligns all positions 	

		<p>d) Experience to get comfortable <i>(ES) Do they require simple or super majority? – 75% Super duper majority</i></p> <p><i>(TP) Be clear that this does not mean all Presidents will have always have a long term – Local still votes/has power</i></p> <p><i>(TC) Can it be increased to a longer term but without a cap</i></p> <p><i>(DS) Locals with no term limits usually have an election every year</i></p> <p><i>(TC) Voting process? Secret ballot – anything could be made a secret ballot</i></p> <p><i>(TL) Can they come back - Yes, for non-consecutive terms</i></p> <p><i>(LM) Our history is that it is a challenge to get anyone to go to office</i></p> <p>2) DS recommends to change VP Liaison title section 1.4</p> <p>3) DS Steward Committee election process</p>	
5.	<p>PD Committee Chair Release</p>	<p>1) PD committee request 10% Release</p> <p>a) Took to executive and they agreed</p> <p>2) DS motion – since it has already been approved, SCFA pay the Chair the release for winter 2018 semester – will be voted on at the AGM for following year – Seconded – Discussion</p> <p><i>(ES) to limit voting can we make it a standing item</i></p> <p><i>(BW) What's in the Constitution for other release time?</i></p> <p><i>(DS) Thought we should start slowly instead of amending all Chair Committee release time</i></p> <p><i>What are the numbers? – Impact on budget</i></p> <p><i>(DS) We do have the money</i></p>	

		<p><i>(TL) Someone is already being paid without a vote... I think it should be voted before we move forward in the future</i></p> <p><i>(TP) Ask at AGM – PD Committee reviews to see if it could be managed differently to make less time consuming</i></p> <p><i>(LM) This is a hard one to fill, could attract interest in the future</i></p> <p>Carried</p> <p>a) Each year at AGM we will vote on this release</p> <p>b) We are likely to start a Grievance about this release time – there is language that says College will pay</p>	
6.	Bargaining 2019 Update	<i>Above</i>	
7.	Other Business/Upcoming Events	<p>1) Combining PD Chair positions has been beneficial already (RJ)</p> <p>2) Scope Committee Meeting (CA)</p> <p>a) Posters etc will be out</p>	
8.	Adjourn	5:34 PM	<p>Motion</p> <p>No Discussion</p> <p>Carried</p>
		NEXT MEETING: April 18, 2018 @ 10	