

**LOCAL 005 COUNCIL  
ANNUAL GENERAL MEETING  
May 6, 2005  
AUPE Headquarters, Edmonton**

Chairman: Mike Dempsey - Minutes: Rick Stewart

In attendance: Mike Dempsey, Randy Axani, Kimpton Bradford, Norm Hawkes, Gerry Matthews, Doug Knight, Brian Randall, Byron Kessler (for Michelle Shesterniak), Rick Stewart, Valerie Milner, Mike May, Rus Difore, Joanne Murdock (Sharon Straton), Chris Gillard, Terry Friedrich, Quentin Isley

Regrets: Michelle Shesterniak, Sharon Straton

<b>1. Call to order</b>	08:45
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<b>2. Introduction of Officers and Guests</b>	
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<b>3. Minutes of Previous AGM</b>	M Mike S Kimpton C
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<b>4. Adopt Agenda</b>	MSC
Additions to New Business	

<b>5. Business Arising from April 30, 2004 AGM minutes</b>	
a. Policy Manual Completion (Rick - done) – Doug doing rewrite – in the works. Need to send the completed package to Quentin for inclusion on the net.	
b. Life Member update (Gerry - done)	
c. Alberta Labour History Institute (Winston Gereluk) invitation to speak to Council (Mike – not done)	
d. Pension Seminar candidates (Mike – done) Kimpton discussed present status of committee (not functioning).	
<b>Action Items: Mike to forward copy of the policy manual to Quentin for the web page.</b>	

<b>6. Minutes of February 11 Council Mtg.</b>	M Mike D. S Kimpton C
Action items on agenda, plus business arising.	
<b>Action Items:</b>	

<b>7. Business Arising from minutes</b>	
a. Peace Officer Memorial attendance (Kimpton, Mike) Kimpton has searched the web. Issue around uniforms – required or not? No clear answer. How do we get there? Invite or show up? No clear answer. Will table. Fish and Wildlife has a dress uniform. Check with Local 003 to see what we can determine.	
b. Slave Lake chapter update (Mike) Terry to update – Traditionally have difficulty getting members out meetings. Challenge to get interest level up. Most of the executive positions are vacant. No alternate council rep. Discussed the similar problems within other chapters. Soliciting ideas. Doug Knight will see what he can set up with some assistance from Mike.	

c. Alberta Natural Resources Association letter for financial support (Donna Schley) Mike explained to council asked Donna to get a letter from the association. Randy explained in more detail and will have the letter for the next meeting. Association is Conservation Officers since split from Fish and Wildlife.

**Action Item: Put Peace Officer Memorial attendance on the EMAC agenda. And Kimpton to continue looking into it. Chair (Kimpton) to draft a letter to Deputy Minister cc to Diane Dunn to get Gov. perspective and what we can do.**

**8. Correspondence**

Correspondence list attached. Highlights only. Advertisements. Feb 24 Lake Land Bursary done in spring not presented by Local 005 due to delay in getting the info. Thank you letter from Stuart Morrison for award. Resolutions and how they are done and deadline. Anti-Priv seminar June 15 – forward names. Convention call – date and number of delegates Local 5 is allowed. Donation request for AUPE golf tournament- move to new business Mike D. Seconded Kimpton Carried. Web masters seminar passed to Quentin Isley.

**Action Item: Letter to Lake Land College advising them of the name and address of the Local Chair (after election).**

**9. Reports of Officers**

a. Chair – Written report handed out includes bargaining. Thank Doug Knight for attending bargaining when Mike was not available. 30 day spent in bargaining. Local 005 Policy Manual completed but is presently being updated. Improved communications. Issued to be addressed, and ongoing initiatives. M Mike D. S Doug C

b. Vice-Chair – Verbal Chaired 1 meeting when Mike absent. Very quiet. M Kimpton S Doug C

c. Secretary – Verbal General Services Local Executives Meeting. Convention preparations. Union Steward activities. M Rick S Doug C

d. Treasurer – Passed out the financial report and reviewed. Requests from chapters for budgets to top up to \$800. Discussion of AUPE cash holding policy, Local 005 policy is that each chapter is to have an \$800.00 bank account. What is the status of the Helicopter ride? Old Credit Union has amalgamated and is no part of Capital City Savings so will need to budget for the purchase of new checks. Discussion of the Bursary. Would have to contact the college to determine the status of the bursary. M Jerry S Russ C

e. P.E. Member - Brief explanation of the position of the P.E. April 9 was the last meeting. Items discussed - education courses being conducted by AUPE as we are no longer in the House of Labour. Have very poor attendance at the courses. No magic solution. Greater Edmonton Alliance group of unionized types – inaugural meeting coming up next week. VP Garnett Robinson was unable to attend a meeting due to employer interference. Membership lists – holder of membership lists are legally responsible for the miss application of membership lists. PE is writing off bad debt. Grant minimum of \$500 for each area council that is up and running. Explained the purpose and make up of area councils. Motion to eliminate the opportunity for component officers from holding offices in more than one Local. Service pins for 5 years of service. Local 005 abstained as it seems like over kill. Mark Macula from Building Trades, spoke about CLAC raiding in the building trades unions and bringing in off shore labour. AUPE gave support. Labour school Feb. Mar. in Kananaskis Motion to levy \$0.50 per member per year to fund a donation account – bumped back to Finance

Committee. AUPE will provide, at some cost, the opportunity to use a common Web Site. 2 members from each local to come into Edmonton for training. Some health locals are requesting that executive not respond to member questions but refer them back to the local. M Kimpton S Rus C

**Action Item:**

**10. Committee Reports**

a. Negotiations – As handed out with chairs report. Reviewed were we are at. Wants council to check with members to see what the bottom line is to be (what are they willing to do to get it). Update the dental to the current Blue Cross schedule. Still have issues on dental dollar caps – still negotiated. Update cap on LTDI to \$4000.00. Northern Allowance increases over 3 years 450/475/525 if we agree to a 3 year deal. To include Fort McMurray in the Master Agreement rather than a letter of understanding. Increase life insurance amount to \$200,000.00. Increase access to psychological services. Increase in eye exam coverage. Management benefits are not that much better than for members. Lookout LOU renewed. None of these increases are signed off until the whole agreement is completed. Outlined sticking points. Next meeting is Monday and possibly Tuesday where the hope is that we are going to get to the bottom line. Issue of the Queen not willing to visit where there is labour strife. M Mike D. S Rus C

b. EMAC – Definition of EMAC. Advisory committee only. Meet in the Spring and Fall. No issues brought forward (Officers memorial, Uniform, New policy on room and board – issues that Brian feels should be brought forward) (fire rangers, use of e-mail issues that Kimpton feels should be brought forward) if not enough issues then will wait for the fall meeting. Submitted for information only.

c. PREP – (Mike D./Doug) Meeting on 12<sup>th</sup> of May to roll out the new classifications, streams and attach the dollars. The committee will see it first, then send it out to the membership. The members only vote on the dollars as they are in the sub. The streams and the rating are not to be voted on. The vote really does not mean a thing. M Doug S Kimpton

**Action Item:**

**11. Elections**

Chair Doug Decline

Mike A by acclamation

Vic-Chair Kimpton by acclamation

No nom.

Secretary Richard Stewart by acclamation

No nom

Treasurer Jerry by acclamation

Norm Decline

P.E. Member Doug A elected

Kimpton A

Alternate to P.E. Kimpton Decline

Randy Decline

Second round Rick Stewart by acclamation

Mike D. Decline

Finance Sub-Committee Norm

Rus

Negotiations Committee - Present committee will stand until negotiations completed.

Convention Delegates - Do not have the minutes from all the chapters. Put off until the next council meeting when all the minutes are in.

Listed the nominations all nominations are a go.

Listed the alternates.

Anti Priv Committee: Chair Kimpton/Rick/Doug
<b>Action Items:</b>

<b>12. New Business</b>
a. Diakonos Society rep. Diana Brown (Local 3) Bill Horn Edmonton Police Service. Presentation Chair of the Edmonton Chapter. Dropped the Peace Officer portion of the name to include all emergency type services. Safe place for emergency types to get time and space to resolve marital and family difficulties. Also a place to stay when out of town people has to spend time in Calgary or Edmonton for medical or other reasons. Passed out the latest pamphlets. Discussed the build a house in Mexico. Struggling to keep the Edmonton house open. Humbly looking for donations. Suggestion of possibly donating \$10.00 per member. Open to all Peace Officers. Used mostly by RCMP and the Edmonton Police Service but working to get the word out to others. Motion Chris - That Local 5 donate \$500.00 to the Diakonos Society. S Norm. Discussion To increase the amount Amend motion to \$1000.00 S Norm 11 for 1 against
b. Donation Request: United Way Golf Tournament. Motion - Kimpton That we do not donate to the golf tournament. S Rus C. Motion Doug That the local sponsor entry fee for 2 members to the United Way golf tournament S Randy Discussion defeated
c. Lakeland College Letter (Not discussed)
d. Labour School Report (Doug Knight) (Not discussed)
e. Volunteer for Anti-Priv Sub-committee dealt with under the election section
f. April 1 <sup>st</sup> General Services Chairs Meeting. Meeting not attended by Mike. Read from the minutes. No sectoral conference. Membership participation. New AUPE web site.
g. OHS Safety Contact Rick is contact with nothing to report.
h. General Service Sectoral Conference - there will not be one this year.
i. Dec. 1 <sup>st</sup> General Service Executive meeting (Rick) (Not discussed)
j. Room and Board , Heli-attack, Initial attack (Brian) The Union was not involved. Last Thursday he participated in a conference call questions ask guys to consider what we did for tower people which is ask Local 005 for non voting position on council the same as tower. Brian has contact information if council approves. Discussion. Motion to talk to the chapters about helitack. There was some discussion about the formation of floating chapter to include all seasonals. This is to be brought forward at a future meeting. M that we allow helitack to participate as a guest without vote S Kimpton C
k. Retirement Ray Olson gift Motion Rus that local 005 match the \$80.00 donation from Chapter 11 to purchase a gift for Ray Olson S Norm 5 for 3 against 3 abstain carried
l. Shifting days for permanent staff (Rus) Managers telling staff that permanent staff will be looking at shifting their normal work week from Sat/Sun off to 2 other consecutive days in the week. Discussion that it is not likely to be grievable as long as it is for the season and there is appropriate notice. Discussion around appropriate notice. If employee does not feel they have appropriate notice the contact the MSO.
m. Budget Motion Gerry that local 5 council accept the budget as handed out for \$49,560.00 S Nom C Unanimous
n. Chapter budget requests Motion Gerry to approve chapter requests for \$ as per their budgets as submitted in their AGM minutes (\$3300.00). S Norm Unanimous
o. Motion Doug - That local 5 collapse all chapter bank accounts into 1 local account. S Kimpton Discussion for and against Chris Motion to table the motion with direction to take it back to the chapters S Rus Unanimous
<b>Action Item:</b>

<b>13. General Discussion</b>	
<p><b>Dan</b> came in and started conversation. Kananaskis. 2 Fish and Wildlife officers attacked by an individual in the Kananaskis. Discussed bargaining and increase in staffing for Fish and Wildlife. Peace Officer Memorial discussion Uniform and physical fitness as need to march for a distance. Need suggestions for more advertising (need pictures)</p> <p><b>Garnett</b> came in with greetings from Executive. Discussed his portfolio – Health and Safety Committee – no deaths in AUPE but Alberta has a terrible record need to get more training. No conference set for this year. Human Rights Committee – just getting started. Grievance Review Board.- 3 VP. Sec. Treasurer, Hymie and others, including outside legal council. Some discussion about shifting which will be discussed as new business. This is not a grievable item. Running for V.P.</p> <p><b>Lynne</b> came in to talk about member benefits and Scholarships and bursaries as well as the member discounts. Member education as a way of getting members involved.</p> <p>Oath of Office administered by Brian Randall to all elected people.</p> <p>Quentin would like to add a section to the Web page to cover the executive of each chapter.</p>	
<b>Action Item:</b>	

<b>14. Date of Next Meeting – suggest last week in August or first week of September. Second week in September.</b>	<b>September 8, 2005</b>
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<b>15. Adjournment</b>	<b>15:39</b>
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BARGAINING UPDATE  
MAY 5<sup>TH</sup>, 2005

SALARY

EMPLOYER 2.3%, 2.0%, 2.4% (3 yr term)

AUPE 6%, 6%. (2 yr term)

BENEFITS

EMPLOYER Agree to update dental schedule to current Blue Cross Schedule. Still looking at our proposals on increasing ceiling on major dental and orthodontic services.

Agrees to update LTDI benefit cap to \$4000, up from \$3000.

Agrees to increase Northern Allowance 450/475/525 (if 3 yr agreement).

Agrees to increase Insurance amount total to \$200,000 from \$180,000.

Agrees to increase access to psychological services .

Offered to increase eye exam coverage from \$40 to \$45. oh boy.

UNION Awaiting rational response why we can't have access to the Manager's 1<sup>st</sup> choice plan. If can't default position is it get increases to existing plan (eye exams up to \$60/2 years), a wider variety of paramedical services available (massage, acupuncture). Unless we get access to Vision care through 1<sup>st</sup> choice, the GSBC will not pursue it independently. 1<sup>st</sup> choice allows the option of paying additionally for vision care. This would suit the needs of our members better.

SUB 5 Extensive time spent discussion with the employer concerns around the application of overtime and standby. As per seasonal concerns regarding camp costs, staff cannot be made to be standby at their place of work. Employer agreed.

Dress shoe rate up to \$70/annum.

Lookout LOU renewed.

Sticking Points:

Master: Article 36: Paid Holidays. GSBC's official position is still 3 extra paid days off at Christmas. Article 49: Employee Benefits Article 47 (and 22): term of agreement.

Professional Fees: want to see all addressed in Subs. 'Policy" not good enough.

Salary.

Sub Agreements: Sub 2 (Administrative and Program Services) wants input into PREP, such as equal pay for equal points (no streams). Sub 6 (Social Services) wants a Letter of Understanding maintaining positions as GOA employees. Sub 10 (Medical and Rehabilitative Services) wants a retention bonus of \$3000 as per the feds. Sub 12 (Technical, General and Field Services) has concerns about grade adjustment.

## Local 5 Chairs Report 2005

This report contains most of the activities the chair performed on behalf of the Local since the last AGM on April 30, 2004.

1. May 21, 04: attended Chapter 2 mtg in Edmonton.
2. June 7, 04: attempted to review cpt 14 in Lethbridge. Did not have quorum.
3. May 11, 04: began solicitation of chapters for upcoming bargaining concerns.
4. May 11, 04: worked on Local 5 policy manual.
5. May 04: began convention administrative paperwork.
6. May 25: General Service Chair's mtg: Sectoral Conference planning.
7. May 26: GSBC MTG.
8. June: pension seminar administrative paperwork.
9. July 12: update councillor's list.
10. July: discuss website with Quentin Isley.
11. August 31: complete Local 5 Communication Plan (for bargaining.)
12. August 31/Sept 1: GSBC Meeting.
13. August/October: convention prep with Rick Stewart.
14. Sept 14: GSBC MTG.
15. Sept 23,24: GSBC MTG. 1<sup>st</sup> mtg with Employer.
16. October 8: Chair's mtg: planning Sectoral Conference.
17. October 12: GSBC MTG.
18. October:14-16: convention – AUPE idol contest.
19. October 25-26: GSBC MTG.
20. October 26: Tower mtg: Michelle S. attended on Chair's behalf.
21. December 2, 3<sup>rd</sup>: GSBC MTG: Doug Knight on behalf of Mike.
22. December 9-10: GSBC MTGS.
23. January 11-12: GSBC MTGS.
24. January 25-26: GSBC MTGS.
25. February 12: GSBC MTG.
26. February 16-17: GSBC MTG.
27. March 9-10: GSBC MTG.
28. March 11-April 18: Chair off on General Illness (ruptured appendix).
29. March 14-18: GSBC MTG: Doug Knight on behalf of Mike.
30. April 12-13: GSBC MTG: Doug Knight on behalf of Mike.
31. April 21-22: GSBC MTG:
32. April 25-28: GSBC MTG.
33. May 3-4: GSBC MTG.

Total dates spent bargaining: 37 days. (30 days Mike, 7 days Doug).

Successes: reactivation of chapter 2 (Edmonton), tower person attendance as observers at Council meetings, AUPE advertisements highlighting Local 5 members, better communication with members in each chapter, Local 5 policy manual, Local 5 Bargaining communication plan, improved web site.

Challenges: chapter 14 still not reactivated, issues with Slave Lake chapter, Ft. MacMurry chapter.

Ongoing Initiatives: LOCAL 5 attendance at Peace Officer memorial in Ottawa. Input into initiatives surrounded the restructuring of Locals/ Chapters.

Michael A. Dempsey  
Local 5 Chair May 5, 2005