

**LOCAL 005 COUNCIL MEETING  
February 10, 2006  
AUPE Headquarters, Edmonton**

Chairman: Mike Dempsey - Minutes: Rick Stewart

In attendance: Quentin Isley, Michelle Shesterniak, Jason Pankratow, Byron Kessler, Mike Dempsey, Rus DiFiore, Rick Stewart, Doug Knight, Norm Hawkes, Brian Randall, Dave Hanna (for Randy Axani), Hope Heigh (for Sharon Stratton).

Regrets: Gerry Matthews, Sharon Stratton, Mike May, Randy Axani

<b>1. Call to order</b>	9:10
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<b>2. Introduction of Officers, Guests, and Observers</b>	
Hope Heigh sitting in for Sharon Stratton. Dan dropped in after lunch and gave a brief up-date on the Peace Officer proposal. Discussed the Grizzly bear issue, and the CD hiring policy.	

<b>2a House Keeping</b>	

<b>2b. Approval of Agenda</b>	
Add Banked Time to New Business	
Moved Michelle Seconded Rus Carried	

<b>3. Minutes of November 25, 2005 Council Meeting</b>	
Motion to accept the minutes of the November 25, 2006 council meeting. Moved by Doug Seconded Quentin Carried	

<b>4. Business Arising from Minutes</b>	
a. Peace Officer Memorial attendance: council members to review draft and send comments back to Mike or Dave Hanna by December 15 <sup>th</sup> . No comments received by Mike or Dave. Review proposal from last meeting. Final draft of the policy will be brought to next meeting. Recommend Dave send an e-version to Mike and Mike put on the web site, so chapters have it for their AGM's. Chapters to nominate candidate to attend the Memorial (if they want).	
b. Mike to send electronic copy of September 13 General Chairs Mtg. to Secretary. Minutes sent out.	
c. Treasure Gerry to send out costs of Convention. Gerry absent.	

d. Mike to add "Company Phone" use inconsistencies with Towers to EMAC agenda. Review of the issue. Brian just received package with the comments from the tower people so will add to issues sent to HR. Byron spoke to Manager about the issue, and it is being taken to the Board of Directors. Each WMA has a different policy due to the budgeting issues. Waiting for some Edmonton direction to the WMA's. Provincial Detection Section has recommended to the Board of Directors that the Cell phones be standard. Union position is that the policy be consistent across the province.
e. Have EMAC minutes added to local website. This will be done. Just received the last minutes. Kathy to send to Quentin to add to the web site.
f. Gerry to work on securing the bank accounts of the inactive chapters. Gerry absent. McMurray added to the inactive chapters, as they have not sent a rep. to the last 3 meetings. Edmonton has no treasurer so will look at taking that over. Lethbridge in question.
g. Brian Randall to contact HR to get an interpretation as to the payment of retro pay on the 8 <sup>th</sup> day paid to Tower people and advise Sharon, Mike and the rest of council. Brian reviewed the question as to weather or not the 8 <sup>th</sup> day is considered overtime or regular pay. HR is checking into it, but they didn't say it wasn't OT.
h. Gerry to check out Natural Resources Services Conservation Award further as to it's applicability to our aims and goals. Gerry absent. Local 5 has been funding the award and the school has requested some additional funds to continue the award, increase it or drop it.
<b>Action Item:</b> - Gerry to provide costs of Convention. - Gerry to secure inactive bank accounts. - Gerry to check into the Natural Resources Conservation Award.

<b>5. Correspondence</b>	
List as appended to the agenda. Highlighted: December 21 2005 QAAC letter - meeting on Feb.15. (Discussion of an issue – Quentin to provide details to Mike to be brought up at the meeting. Labour School selections. 2 applications from local 5, 1 selected to go. Letter from Dan in response to letter from Art Johnston regarding the Special Constable proposal. AUPE Curling Funspiel – solicitation for prizes. Move to new business. Donation of \$100.00 to the Heart and Stroke foundation in Ed Mardell's name. E-mail signed showing the vote. Issue on 5 & 2 from a forest officer removed from the correspondence, as the name is shown. Letter from Anti Priv. committee. Feb 1, letter from Natural Resources committee thanking AUPE for the use of the building and bringing up an issue of hiring practices in CD. E-mail on the Special Constable proposal. Diakinos request for funding – will be brought up under new business.	
<b>Action Item:</b> - Mike to bring issue raised by Quentin to the QAAC meeting.	

<b>6. Report of Officers</b>	
a. Chair – Verbal – Quiet after Convention. Mid Jan Special Constable business – dealing with correspondence. Local Chairs meeting. Setting up meetings for council and QAAC, and Special Constable Mtg with MLA Art Johnson. Moved, Seconded Byron Carried.	

b. Vice-chair – Verbal Attended Jan 17 Local Chairs Meeting Moved Seconded Michelle Carried
c. Secretary – Verbal Room bookings for Convention Moved Seconded Doug Carried.
d. Treasurer – Absent - No report.
P.E. Member – Verbal Dec. 3 Minutes sent to Council. Next meeting tomorrow in Calgary Moved Seconded Rus Carried.
<b>Action Item:</b> -

<b>7. Committee Reports</b>
a. Negotiations – only issue if the 8 <sup>th</sup> day which is being pursued.
b. EMAC – Minutes passed out and reviewed. <ul style="list-style-type: none"> <li>- Inadequate emergency lighting on trucks - issues from all 3 agencies missed from minutes.</li> <li>- Room and board issue to be brought forward again. Issue affects all seasonal staff not just fire staff.</li> <li>- Spring EMAC in April.</li> <li>- Tools and equipment at Fire Towers not consistent across the province but ergonomic furniture is a requirement. There was a list in the old Blue Circular Book.</li> <li>- Use of gov. e-mail for Union business. Need Management approval to use. As long as Manager is cc'd OK.</li> <li>- Fish &amp; Wildlife hiring policy-requiring officers to live within 10 km of office. Not confirmed or denied.</li> <li>- Grande Prairie Staff required to drive personal vehicle to pick up Gov. truck at the secure compound. Problem solved by moving the vehicles to the open parking lot next to the Provincial Building.</li> <li>- Changing to 10 &amp; 4 Shifts. FPD is not going to be going to 10 &amp; 4, but will be moving the days off for many of FO staff to during the week rather than Sat. &amp; Sun.</li> <li>- Next Meeting for EMAC the last week April the day before the Local 5 AGM. Chapter AGM's to be completed by then.</li> </ul>
c. PREP – QAAC Mtg. Pending. Covered briefly under correspondence do not need to bring it up under new business. If the staff has concerns about their classification they must appeal after the official notice is sent out in April.
<b>Action Item:</b> - Mike to add “Company Phone” use inconsistencies to EMAC. <ul style="list-style-type: none"> <li>- Ask Brian R. to have Kathy add EMAC minutes to the local website.</li> <li>- Dave and Mike to get Peace Officer Memorial proposal to Diane Dunn.</li> <li>- Mike to attend QAAC meeting to gather more details and look at forming a QAAC committee from the old PREP committee if required.</li> </ul>

<b>7a OH&amp;S</b>
Nothing
<b>Action Item:</b>

<b>8. New Business</b>
a. Special Constable Program: mtg. Feb. 16 - Dan gave a brief up-date of the information he has. General discussion around the Discussion Paper. Council discussed the proposal and general feeling is that there is not enough information in the package and that the staffs and managers are not fully aware of the implications of the proposal.

b. QAAC Mtg.: Feb 15. – already covered under other business.
c. Towerperson’s Election: report by Sharon Stratton/Hope Heigh. Byron is to review the “Voter Feedback” to determine which items are for EMAC and which are for Negotiations, and which are beyond the scope of the union. Hope suggested that a Union rep. attend the next towerpersons meeting.
d. CD hiring practices. Discussed under other business. A person was hired without proper competition and credentials. Issue has been raised with upper management, but the deed is done and HR is prepared to defend the decision, but assurances have been made by the acting director Sandra Croll that the situation will not be repeated. Mike has received a request to take the situation to the Public Service Commissioner. Brian Randall Suggested that the PSC was probably already aware of it. Mike to discuss with the president of the Alberta Natural Resources Officers Association before pursuing it further.
e. FPD: Staggering shifts and working weekends as regular time. – Mike read an e-mail he received and responded that the employer has the right to adjust the days off. Staff needs to have proper notification giving the shift schedule and stating the start and stop date. Michelle passed out a draft 10/4 shift proposal (MOU) for discussion. Proposal is as a counter offer if management forces the issue. Discussions around the various ways the shifting is being done across the Province and across the services. Michelle moves that Local 5 council prepare a worst case 10 and 4 proposal to present to the employer in the event that the Deputy Minister implements the shifting of days off. Seconded Byron , Discussion: if 2 weeks advanced notice is given, can the employer adjust a employees several times in a season. A 10 and 4 shift can be implemented with the mutual agreement of the employee, employer, and the union. HR has stated that they will not be looking at 10 and 4, but will be looking at the shifting of days off. Situation was brought up regarding the situation where F&W officers were brought together for a project and asked to sign away their overtime and working a 10 and 4 (something only the union has the right to do, by the way – Brian R will look into this further). Not sure of the ramifications to the membership, it is suggested we wait until the fall and see what happens. For 1, against 6, abstain 1.
f. Ed Mardell Memorial Service. Mike attended the memorial service representing Local 5.
g. General Service Chairs Mtg. Jan 17/06 Review of what the general service is and the reason for the initial Local Chairs meeting (restructuring). Mtg. discussed restructuring in light of the strength of the Health Care sector. Concern about the effectiveness of PE. Motion to instruct PE to research and inform the public on the financial implications of privatization. Discussions on QAAC. Learning Account use and claim settlement. Some services are taking up to 3 weeks to have it approved (issue for EMAC). Peace Officer proposal was discussed. General Services Chairs have decided to meet quarterly. June 8, is the next meeting.
h. Diakanos Fund Request thru PE. -General discussion, with council in agreement with the purpose of the fund. Dave moved that local 5 support the Diakanos request for funding from AUPE. Seconded Norm. Discussion – if AUPE were to donate, it would not preclude the locals from additional donations. Carried.
i. Banked Time – (Rus) Management in HTC has changed the staff time sheets moving overtime from TOIL to paid out. The agreement is clear on the issue. A signed time sheet should not be changed by anyone other than the originator. Management has the right to approve the overtime, but not the right to state that the time be taken in cash or TOIL. Management has no right to dictate a cap on TOIL or how it is to be carried out. Issue needs to be grieved to be resolved, however, the problem is management has the right to approve overtime. Issue can be brought up at EMAC.
j. Northern Recruitment issue around the scheduling of trips into the city when scheduled in conjunction with other meetings etc. Recruitment issue

k. Doug moves that we re examine the agenda to include OH&S. seconded Michelle. Carried.
l. RAP/HAC/IAC not having representation at the local. Brian proposing that he have some one he can forward issues to and have represented the local at the spring training session.
m. Curling Michelle moves that we donate a prize of \$100.00. Seconded Dave, 5 fore 1 opposed. Carried. Rus moves that local pay the entry fee for a local 5 team Seconded Byron. 4 for 3 against. Carried. Rus to query the chapters to solicit interest.
<b>Action Item:</b> - Mike to prepare questions for the Peace Officer meeting on February 16 and advise council of the results of the meeting.
- Tower rep to prepare a memo to tower people stating that their concerns were being reviewed and dealt with accordingly.
- Brian to follow up with a suggestion that the dept. take care of the CD officers that were over looked for a CO2 position, and a less qualified person hired. The Parks Association should follow up with a letter.
- Revisit the shifting schedule at the fall meeting when there is more information as to how it affected our members.
- Rus to review the RAP/HAC/IAC issues and attend the spring training session.

<b>9. General Discussion</b>	
Get agenda items to the EMAC committee.	

<b>10 Date of next meeting</b>	April 28, 2006
9:00 to 15:00 AGM.	

<b>11 Adjournment</b>	15:24

