

LOCAL 005 COUNCIL MEETING
February 9, 2007
AUPE Headquarters, Edmonton

Chairman: Mike Dempsey - Minutes: Rick Stewart

In attendance: Michelle Shesterniak, Gerry Matthews, Jason Pankratow, Mike Dempsey,
 Valerie Milner, Rick Stewart, Mike Fleming, Brian Randall, Quentin Isley, Dave
 Hanna, Tracy McLean, Sharon Stratton, Tower Representative

Regrets: Norm Hawkes, Byron Kessler

1. Call to order	09:15
2. Introduction of Officers, Guests, and Observers	
Brief mention of guests	
2a House Keeping	
Washroom and Fire Exit	
3. Approval of Agenda	
As amended. Moved: Mike Second: Michelle Carried	
4. Minutes of November 24, 2006 Council Meeting	
Moved: Michelle Second: Dave Carried	
5. Business Arising from Minutes	
a. Policy manual for Peace Officer Memorial - Mike discussed back ground on the Policy manual and the Peace Officer Memorial. Not completed due to delay in Michelle receiving policy manual	
b. EMAC Issues -Vehicle Ergonomics -Taxable Benefit for Vehicles -3.9% pay increase for 8 th day Concerns brought forward to Brian to take to Diane Dunn. Reported under EMAC	
c. Tower Hazard Concerns – Letter from Tower person regarding burn out due to number of hours in the Cupola. Byron not present, but issue brought to the attention of the bargaining committee.	
d. Emergency Status clarification and how far employer can export. Number of staff not getting a break between fire seasons due to Mountain Pine Beetle. Will discuss further under negotiations	
e. 10/4 Shifting Mike received quite a few e-mails with very few in favor of the 10/4 shifting. Mike discussed the rights of the employer and the actions that employees may take. There is information that the Dept. may have decided to abandon the 10/4 shift. There are concerns that there is no consistency across the province in this and other issues.	

f. Letter to Cliff Henderson regarding the lack of communication regarding the Mountain Pine Beetle workers stranded due to bad weather. There is a requirement for the Gov. to notify the Union of any near misses or serious incidents, which they may consider as contacting Dennis Malayko

Action Item: - Michelle to up date the policy manual for the next regular meeting.
 - Mike to check with Dennis Malayko to see if he was informed of the incident, before making any contact with Cliff Henderson. (received a copy of an e-mail from Denise Malayko directing the Gov. to advise Union and Local Chair of all serious incidents- Mike to await response from Gov. before taking further action)

6. Correspondence

List as appended to the agenda. Highlighted: - Curling funspiel –looking for teams and or donations.

- Thank you letter from VP Heistad on behalf of the Woman's Committee for donation.
- Letter from Alberta Natural Resource Officers Association requesting donation.
- Letter regarding the raise in the medical rates.
- Rolyn Sumlak award request for nominees
- Letter from Lake Land College inviting Local 5 to hand out the bursary
- Letter requesting nominations for the Dove award.
- AUPE investing policy to be discussed under treasurer report
- Donation from Local 49 to Rob Anderson from the raffle of the print that they purchased.

Tower rep. informed the council that the Liberals have been in contact with her regarding changes to the working alone legislation with references to Stephanie Stewart. Further information to be provided when available.

Action Item: Mike to respond with thank you to Local 49.

7. Report of Officers

a. Chair – Verbal – tasked with issues around negotiations, responding to e-mails regarding negotiations. Ordered plaques for retirees, Gary Mandrusiak, Kevin Wingert. Problems with reporting of the retirements times, so some people don't receive plaques in a timely fashion. Retirement plaque and gift presented to Wayne Bowles. Properly Moved Seconded Dave Carried.

b. Vice-chair – Verbal – Attended Local Chairs meeting. Very poor meeting due to lack of attendance by 2 people who were to address 4 of the items. Reviewed the minutes. Attended GSBC Conference in Red Deer. Properly Moved Seconded Dave Carried

c. Secretary – Verbal – Apologize for missing the last meeting. Have booked a block of rooms at the Coast Terrace Inn for Convention 2007 (Note – Chapter Secretaries need to send minutes of AGM's to the Local Secretary). Attended GSBC Conference in Red Deer. Properly Moved Seconded Gerry Carried

d. Treasurer – Verbal – \$61,000 in chequing \$52,000 investment. Reviewed the financial report. Hand delivered documents for auditing. Letter regarding investment policy. Requested input from council to determine advisability of investing. Properly Moved Second Jason Carried

P.E. Member – Verbal – attended 1 PE meeting and the minutes were sent to council members electronically. Next PE meeting tomorrow. Properly Moved Seconded Michelle Carried.

Action Item: -

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8. Committee Reports	
a. Negotiations – Introduced the bargaining committee that was elected at the last council meeting. Rick to act as Vice Chair of the bargaining committee if needed. Reviewed the GSBC conference followed by the bargaining committee meeting yesterday. Present contract expires in August. General Service negotiates the Master Agreement. Reviewed the make up of the General Service. GSBC met for 2 days to review the current status (inflation, settlements in different jurisdictions, other governments, benefits) Discussed the on line survey, some dissatisfaction with the survey. Set priorities for bargaining and issues. Bargaining single table vs multi table. Reviewed Alberta inflation rate and that housing is not calculated in. Inflation is 4.7 but not consistent across the province. Reviewed the issues for local 5 which are fairly common across the General Service. Reviewed the Dept. satisfaction survey. Factors that may effect bargaining – possible election, satisfaction survey. Discussed PREP and the fact that job classification is not negotiable due to PSERA. List of bargaining priorities from each Local. Reviewed the Local 5 bargaining issues. Discussions. Need to be innovative in bargaining. Some of the Local 5 issues that are not being addressed through EMAC should be addressed as separate negotiating items with the specific Departments. Need a venue within bargaining for the Locals to get their specific needs addressed. Need to get some commitment to have EMAC become more effective (ability to meet with people who can make changes). Employer needs to get more serious about the EMAC principles. Discussed the new local 5 communication plan. Announced the Local 5 message board. May need some work but check it out and comment back to Quentin Isley.	
b. EMAC – Brian disappointed in the Gov. response to Union issues at EMAC (minutes delayed, no action taken to correct problems) Brian to schedule the next meeting for spring. Discussion on the validity of some of the items being taken to EMAC. Brian to reiterate the value of the EMAC meetings and see if the Dept. has any solution to making the committee effective again. Union to take the minutes as the Dept. does not seem to be able to keep and deliver a complete and accurate accounting of the meeting in a timely fashion. Is the 3.9 applying to the 8 th day an EMAC issue? Not really, it is a bargaining issue and is grievable. A solution has to be found. Need to have the Gov. reps. that have the authority to make decision at the meetings.	
c. PREP – No report. Should the Committee be struck? PREP is in place. As per previous minutes, Committee is struck.	
Action Item: -Mike to send the Local 5 Communication Plan to council members. - Need an EMAC representative from Lands. (Valerie Milner to ask if Ken Podulski would be willing to participate).	

9. New Business	
a. Alberta Natural Resource Officers Association request for financial assistance. Letter read. Move that Local 005 donate \$500.00 to the Alberta Natural Resource Officers Association to help the association send a representative to NORA Conference in 2007 Moved Dave Second Jason Carried Unanimously	
b. <u>AUPE Curling Funspiel</u> Letter read and past practice discussed. Discussion as to whether to donate or pay the registration to enter a team. Move that Local 5 purchase and donate 4 Union Sweatshirts to a maximum of \$250.00. Michelle Second Jason Carried. 2 abstainers.	
c. <u>Chapter 13 (Red Deer) issues.</u> Read e-mail from Red Deer MSO regarding the lack of Chapter executive to call an AGM. The MSO can call a meeting and see how it plays out.	

- d. Vehicle Taxable benefit issue (may deal with under EMAC). Some employees are being charged a tax benefit for vehicles that are being taken home for work purposes. There was an earlier request to HR not to spring the taxable benefit on the staff at the end of the taxation year, however; in January the Gov. started gathering statistics to issue taxable benefits statements retro to January 2006. Department's position appears to be that this is a Canada Revenue issue and does not involve the Department. An exemption is available for law enforcement and public safety, but the Department needs to make a request for the exemption. Employees will have to grieve the Department and appeal to Revenue Canada to get the money back. Motion to have the Local Chairman write a letter to the President of AUPE to look into the taxable benefit for the use of Government Vehicles when required to take them home for work purposes. Michelle Second Quentin Carried unanimously
 - e. Tower Concerns Sharon presented the 2006 Tower Concerns and reviewed them.
 - f. OHS issues should have its' own heading. No issues.
 - g. Quentin Isley Web Master Status Quentin is moving to Red Earth and will be resigning a Local Council and Chapter Chair. He will be staying on as Web Master. Is the present honorarium sufficient?
 - h. Change the law campaign Brian discussed the state of the Change the Law Campaign, distributed the pamphlets showed the video produced for the Change the Law Campaign. Need volunteers in the various locations in the Province to distribute the information and get the issue brought to local MLA's in an effective manner. Need to get some momentum going.
 - i. Local 49 Donation covered under correspondence.
- Action Item:** - Gerry to prepare a cheque to the Natural Resource Officers Association and give it to Dave Hanna at the end of the meeting.
 - Michelle to arrange the purchase and donation of the sweatshirts.
 -Council members to distribute the change the law campaign information and get the word out.
 -Mike to respond to Kathy Kadyk and have her call an AGM for Chapter 13 to see how things play out. Dave to let the executive know when the Association is meeting in Red Deer to see if something can be worked out to combine the meetings.
 - Chair to write a letter to the President of AUPE requesting that the Union look into taxable credits being charged when members are required to take a government vehicle home.
 - review the Local 5 honorarium policy and ensure it is in the policy manual.
 - Gerry to send the Local 49 cheque to Rob Anderson and a thank you to local 49

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10. General Discussion	
AGM – a long meeting. Suggest that two days be scheduled for the AGM (AGM first with a Business meeting to follow). Chair needs to step back and concentrate on bargaining.	
Action Item: - Gerry to check into the availability of hotel rooms, restaurant, and meeting rooms for a 2 day AGM/Council Meeting	

11. Date of next meeting	
April 19 & 20. Bargaining tentatively to meet the AM of April 18, and Local Executive to meet PM of April 18. AGM April 19, and Business for 20.	

12 Adjournment	15:20

Correspondence

December 20 06: Curling Funspiel invitation
December 13: AUPE thank you letter - donation
January Alberta Natural Resource Officers Assoc. request for assistance.
January 12 Medical Benefits Plan
January 12 Dove Award March 8, 2007
January 18: AUPE Rolyn Sumlak Award
January 29: Lakeland College Natural Resources Award Ceremony
January 29: AUPE investment policy