

LOCAL 005 COUNCIL MEETING
September 8, 2006
AUPE Headquarters, Edmonton

Chairman: Mike Dempsey - Minutes: Rick Stewart

In attendance: Michelle Shesterniak, Gerry Matthews, Jason Pankratow, Byron Kessler, Mike Dempsey, Valerie Milner, Rus DiFiore, Rick Stewart, Doug Knight, Norm Hawkes, Joanne Murdock Tower Representative.

Regrets: Randy Axani, Quentin Isley, Mike Fleming, Brian Randall

1. Call to order	9:05
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2. Introduction of Officers, Guests, and Observers	
Jim Petrie and Dan dropped in.	

2a House Keeping	
Welcome and thanks for coming, Dan will be dropping in to address a couple of issues: Northern recruitment, Stephanie Stewart.	
Dan/Jim Petrie – Use of the market modifier is being discussed to help with recruitment.	
-Suggestion to get bargaining committee together to set a province wide boom time clause for when basic costs (housing, health care) exceed a certain percentage of the salary/wage.	
- Advertising campaign – came from Local 1, What do we do if locals don't chip in, do we not include them in the advertising campaign? Union is spending the money any way. Would rather see the Locals advertising in publications that their clients read.	
- Any Union restructuring proposals should come from the locals; there is too much paranoia when the proposals come from headquarters.	
- A bargaining conference is being considered for November.	

2b. Approval of Agenda	
Couple of minor changes. 5a Cell phone use not radio.	
Struck letter requesting \$ for advertising will be put back on as letter was found.	
OHS – Tower Security. Correspondence.	
Letter soliciting donations for Convention talent contests	
Approval of the agenda moved by Rus, Second by Michelle, Carried.	

3. Minutes of May 28th Council Meeting	
Minutes passed out with time to read. Motion to accept the minutes of the May 28 th council meeting Moved by Byron Seconded Michelle Carried.	

4. Business Arising from Minutes	
a. Tower Rep. to assess usage of cell phones and report back to fall meeting. Report from Sharon read by Joanne. Foothills and Clearwater were the only areas that did not allow personal cell phone use. Other areas allowed evening and weekend use. Grande Prairie - Bills were sent out for long distance charges. All towers and lookouts had cell phones. (Rus) - If bill was over \$20 then the bill was reviewed. Discussion on various plans. Feel tower people should be allowed personal use of cell phones as long as they	

<p>pay any overage on minutes, and all long distance charges attributed to them. Main problem is that there is no consistent policy across the province. Byron to attend Tower person meeting and find out what the concerns and policies are.</p>
<p>b. Byron to bring recommendations to council from the tower person comment review. TWO main concerns: 1. High hazard pay – disagree with the way it works. Discussion around the way it is instituted, short season towers vs. long season tower (short season more likely to receive the high hazard pay than long season). 2. Some sort of health benefits plan. A health benefit plan was instituted in the past (mid 1990's) but was discontinued when tower people discovered what it cost and complained about it.</p>
<p>c. Byron to attend fall tower person meeting. The meeting is in mid October or later.</p>
<p>d. Russ/Ross Graham to attend HAC/Rap training to gather concerns. Ross Graham attended a meeting called for the purpose of gathering their concerns. Ross was prepped with former complaints. Several of the concerns were beyond Union ability to address. Meeting went well and representation from the Union was appreciated. Recommend that we do this annually.</p>
<p>e. Brian R. to get a description of the purpose of EMAC on the web. Defer to next meeting as Brian Randall is not in attendance and no one has checked the web recently.</p>
<p>f. Letter requesting donation for advertising (2005 constitution resolution – on going public relations campaign explaining the value of the public service). \$12/member works out to approximately \$12,000.00. Other locals have contributed, but not necessarily \$12/member. No further information to-date on where the campaign is at. Will ask Dan for an up-date when he comes into the meeting. Possibly bring back as a new business item with a donation amount. (see comments in house keeping).</p>
<p>g. Brian to discuss the use of Gov. e-mail with Diane Dunn. Defer to next meeting as Brian is not in attendance. Mike gave back ground of the policy and problem encountered by a F&W member. Byron up-dated council on the discussion from EMAC. It is OK to use e-mail as long as you cc the manager and don't slam the government. Recommend that we continue to use e-mail within the policy.</p>
<p>Action Item: Byron to attend Tower person meeting and find out what their concerns are and determine what the variances in area policies are. - Make the HAC/RAP meeting an annual event.</p>

<p>5. Correspondence</p>	
<p>List as appended to the agenda. Highlighted: - LTDI adjustment. -Northern Recruitment and Retention package, -30th anniversary clothing, -Requirement for volunteer translators, -Attraction Bonus letter. -Rolyn Sumlak award nominees. -30th Anniversary BBQ fund requests – sent Aug 14 not opened till Sep due to absence. - Chapter should write their own cheque and then approach the local treasurer. -Labour school – local 5 sent one member. If interested in the school make sure you have attended some of the table officer courses. Deadline is November. -Request for donations for talent show and auction (Woman's Committee – talent show and auction at the convention)</p>	
<p>Action Item:</p>	

<p>6. Report of Officers</p>	
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a. Chair – Verbal – Convention packages. Spent 2 weeks on fires, then 5 weeks on Bereavement leave and AL. Ordered plaques for retiring members. Lots more to order in the near future. Resolution to top up the LakeLand College Bursary – require \$6,000.00. Mike and Gerry took care of it. Report moved by Mike Secoded by Norm Carried.
b. Vice-chair – Verbal -actively involved with fire this year. Attended the EMAC meeting and will report on it under the committee reports Report moved by Jason Secoded by Michelle Carried.
c. Secretary – Verbal –actively involved with fire. Gathered up the Chapter AGM minutes, assisted with the completion of the convention credentials and submitted them. Report moved by Rick Second by Doug Carried
d. Treasurer – Verbal - No involvement in fire. Discussions around closing chapter bank accounts. Issued 2 cheques. Bank has changed name again which will result in costs for new cheque. Will be checking out potential for greater return on invested money. Report moved by Gerry Secoded by Jason Carried.
P.E. Member – Verbal - Minutes have been sent out. Meeting this afternoon and tomorrow. Rebates to chapters being reviewed. Executive re-numeration being reviewed. Report moved by Doug Secoded by Norm Carried.
Action Item: -

7. Committee Reports
a. Negotiations – verbal report from Mike. No ongoing negotiations. Motion to establish new committee at the next meeting. Moved by Norm Second by Michelle Carried. Discussion on questionnaire regarding article 41. Report moved by Mike Secoded by Byron Carried
b. EMAC – Last meeting was in July. Byron felt is was a hostile environment with tems brought forward by members being downplayed by HR rep Dianne Dunne. An OHS issue regarding F250 with the inset headlights not illuminating the ditches was met with a statement that there was not much night driving. An issue of reflectivety on winter outerwear was brought up with the response: how much work do you do in the dark. We need more people to bring this forward. (recommend to the uniform committee). 10/4 shifting issue – were going to see how it went and assess at the next meeting. What options do the members have if they do not want to be the duty officer and work the schedule? Report moved Jason Second by Norm Carried. Next meeting October What constitutes a break – Alberta labour relations one hour or more. Overtime stops at the start of the regular shift on 24 hour operations.
c. PREP – Implemented. All reclass applications have been turned down. PREP committee will only reactivate when a new position is created. Report moved by Mike Second by Michelle Carried
Action Item: Establish Negotiating Committee at next mtg. 10/4 Shifting Issue Summary.

8 Elections
a. Convention Delegates – Approved as read out.

8a. OH&S
a. Tower Security (added) (see new business)
Action Item:

9. New Business	
a. Ottawa Peace Officer memorial: who are we sending? No applications received (Randy Axani may have an application – Mike to check). It is not necessary to sent someone every year.	
b. OHS issues: Tower Security (added). Some EMAC issues concern safety and have been brought up. Need to address the matter of tower security in a rational manner, not a knee jerk reaction to the disappearance of a tower person.	
c. Northern Recruitment and Retention Dan/Jim Petrie – Northern Allowance is not a bargaining issue, but is appended as a Letter of Understanding. There is a problem with the recruitment policy as it excludes any one already in the area. Union does not agree with the recruitment policy and would not sign off on some of the initiatives. Union wants the Northern Allowance line dropped dramatically to include more “boom towns”. The Union has had discussions with the Public Service Commissioner around this issue. Also want the housing brought back. Master agreement refers to the McMurray allowance not a true Northern Allowance. Union has attempted to have the allowance made non taxable. Union accepted the policy even though it is not fair and will not work. Initiative appears to be Union driven but is a Gov. attempt to improve recruiting in the North.	
d. Stephanie Stewart – Dan is asking what more can we (Union) do? The possibility of posting a reward for information is being discussed with the Department. OHS Canada is doing an article on the disappearance. We need time to properly address and assess the issues around the safety of tower people. Nothing was done wrong by anyone. The Department has been good. Mike would like to enter into discussions with Cliff Henderson about setting up a reward for information.	
e. Trust Fund for Rob Anderson Background from Michelle and Byron. Rob wants to go back to work in the bush. Manager has made a commitment to equip a quad and a truck to get him back to work. Will need upgraded prosthetics etcetera. Michelle moves that we donate \$5,000.00 to Rob Anderson and family to help out with expenses resulting from the accident. Seconded by Jason. After some discussion the motion was carried unanimously. Motion that Local 5 purchase a Brian Hohnner print and frame to a maximum of \$500.00 to be raffled off at the 2006 AUPE convention with proceeds to go to Rob Anderson and family Moved by Michelle Seconded by Norm Carried unanimously	
f. Wayne Bowles retirement -Wayne was a council rep and executive member. Will do plaque, do we want to do anything else. Retirement date January 5, 2007. Motion that Gerry purchase a gift for Wayne up to \$100.00. Moved by Michelle second by Norm Carried.	
g. Funds for 30 th Anniversary BBQ for Chapter 4. Chapters to look after funding themselves.	
h. New Membership Cards – Have been delayed. Are still coming.	
i. Convention planning – Norm to be the lead for the sub committee to look after the initial set up of the hospitality room.	
j. Duty Officer shifting update discussed under EMAC	
k. Time Off for “Zero Out” required to use time in lieu or annual leave. If you have to take the time off, could it not be classed as sick leave? Should push the issue to have it as paid time off. Having to take time in lieu or annual leave is a penalty to the employee for being available to do the work.	
l. Donation to public relation campaign – Union is spending the money anyway. Don't feel the money would be well spent. Council is in agreement that we do not donate to the public relation campaign.	
m. Donation for talent contest and auction Moved that we donate \$500.00 to the womans committee for their talent contest and silent auction. Moved by Rick Seconded Norm Carried.	

Action Item: Mike to check with Randy Axani to see if he has any applications for Peace Officer Memorial.

- Mike to discuss with the department the possibility of setting up a reward for information regarding the disappearance of Stephanie Stewart. (Mike: done September 13, 2006.
- Michelle and Gerry to purchase and frame a suitable Brian Hohnner print and make up ticket for the draw.
- Gerry to purchase a retirement gift for Wayne.
- Gerry to donate \$500 to Women's Committee.

9. General Discussion	
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None

10 Date of next meeting	November 24, Mardell A, 0900 hrs.
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Executive will meet the afternoon before. Red Deer Room 1 p.m.
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11 Adjournment	15:22
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Moved by Michelle Second by Norm

CORRESPONDENCE

1. LOU – LTDI Benefit Adjustment.
2. July 7th: Northern Benefits News Release
3. LOU – Northern Trips Pilot Program
4. LOU – Northern Leave Pilot Program
5. Attraction Bonus Pilot Program.
6. Upper Hay Letter: Northern Recruitment and Retention Package
7. May 3: AUPE's 30th Anniversary – Greg Maruca (special clothing order)
8. June 14: letter from Ron Hodgins; re: volunteer translators.
9. July 2: Shirley Howe, Attraction Bonus Letter.
10. July 4: Rolyn Sumlak Award Nominations.
11. August 14: BBQ funds letter money requests – Grande Prairie.
12. Labour School Applications.
13. Susan Maruca – Soliciting donations for talent contest and auction.

LOCAL 005 ROOM REQUIREMENTS

CONVENTION 2006

CHAPTER	DELEGATE	ALTERNATE		
1	Craig Harriott	Roger Meyer	Delegate Observer	 
		Donna Schley		
		Rob Mueller		
2	Quentin Isley Richard Lyons	Lionel Veldkamp	Others	
		Doug Nichols		
3	Connor Wallis	Shawn Beringer		
		Brian Lopushinsky		
		Quentin Spila		
		John Bruce		
		Chase Bendick		
4	Michelle Shesterniak	Dave Brown		
5	Gerry Matthews	Simon Tatlow		
6	Wants Local to Designate			
7	Dwayne Matier	Byron Kessler		
		Dave Heatherington		
		Katherine Martin	Observer	
8	Vic Toutant	Mike Dempsey		
10	Mike Milner	Jodi Nelson		
		Ken Podulsky		
11	Rus DiFiore	Ross Graham		
12	Gary Mandrusiak	Rick Stewart		
13	Greg Kondas	Doug Knight		
15	Norman Hawkes	Brad McKenzie		