



Local 005 Council Meeting Minutes

0830 – 18 April 2018

Glendale Golf & Country Club, 12410 - 199 Street Edmonton

Regrets: Randy Ramsden, Al Benson, Dean Walker

- 1.0 Call to Order – 1150
- 2.0 Welcome and Guest Appearances
 - 2.1 VP Hart, VP Dempsey
- 3.0 Adoption of Agenda
 - 3.1 Additions – 6.7-6.10 M Aaron, S Chris, Carried
- 4.0 Adoption of previous Council meeting minutes - M Aaron, S Crystal, Carried
 - 4.1 Business/action items arising from the minutes
 - Action Items
 - ▶ 5.1 Aaron to talk to Brad Mackenzie to see if he still wants to be a steward – email sent has been unanswered
 - ▶ 5.1 Aaron to find out when steward workshop is – all information is on the website including training requirements, currently Local 005 has no Stewards.
 - ▶ 5.4 Crystal to prepare motion for future investments into AUPE fund. - done
 - ▶ 5.5 Darren to start sending out Presidents Reports - done
 - ▶ 5.5 Bill 30 – OH&S Act and Regs, Darren to email ppt to everyone – Darren will send out
 - ▶ 6.2 Aaron to draft policy regarding cell phone compensation - done
 - ▶ 6.4 Aaron to send out chapter contact info for updates - done
 - ▶ 6.4 Aaron to send out form letter for permission to post contact info of chapter execs on website – permission letter reviewed at meeting, will be sent out this week.
 - ▶ 6.5 Crystal to send out options to Promo committee for potential gifts at Chapter AGMs – carryover
 - ▶ 6.6 Aaron to forward new policy to council members – revisions made at meeting, done
 - ▶ 7.0 Paul to book Glendale for the April 18th for meeting and have breakfast and lunch provided. Email MSO Darren when confirmed. - done
- 5.0 Officer and Committee Reports
 - 5.1 Chair – Aaron Townsend – as per AGM, see attached
 - 5.2 Vice Chair – Sam Davies – as per AGM
 - 5.3 Secretary – Paul St John – as per AGM
 - 5.4 Treasurer – Crystal Ionson – as per AGM
 - 5.5 Provincial Executive Rep – Darren Fearon, see attached, M Darren, S Crystal, Carried
 - 5.6 Webmaster – Rick Harrison – as per AGM
 - 5.7 Membership Services Officer – Derrick Karbasheski – not many concerns coming out of Local 005, if any members need assistance or clarification on union matters they can contact the applicable MSO. **Action Item** Derrick to look into status of the Employee Relations Committee.
 - 5.8 Committee Reports – Bargaining Committee – Randy Ramsden – absent, question as to why members cannot get details on how bargaining is proceeding, Derrick responded that the bargaining team does not want to provide details or specifics while bargaining ongoing as decisions have not been made and they do not want to provide GoA bargaining team with information that may affect outcomes.

6.0 New Business

- 6.1 Chapter Annual Reports – **Action Item** Council Reps to send Secretary copy of report, have received Chapters 3, 4, 7, 10, 11, 15. Motion to move all Chapter reports as presented Aaron, Second Crystal, Carried
- 6.2 Financial policy updates for cell phone/internet use and reimbursement – update to Policy Manual on how honorariums are paid and reimbursement to cell phone and internet expenses. See updated Policy Manual sent out by Aaron on 19 April 2018.
 - 6.2.1 Motion to change section 7.5.12 (a) Aaron, S Paul, Carried
 - 6.2.2 Motion to change section 7.5.12 (d) Aaron, S Kari, Carried
 - 6.2.3 Motion to change section 7.5.12 (e) Aaron, S Darren, Carried
 - 6.2.4 Motion to add section 7.5.13 (a) Aaron, S Nicole, Carried
- 6.3 Changeover to AUPE website, Local 005 Website maintenance and updates – Webmaster Rick has been seconded from Chapter 11 but will remain as Local 005 go to person for website changes until changed made to AUPE HQ.
- 6.4 SWAG committee items – looking for ideas for SWAG, one idea was beer mugs, if anyone has other ideas submit to Aaron.
- 6.5 Local 005 Logo competition – Local Executive looking at updating logo. Motion to open contest to members to design logo for Local 005, with \$250 going to the person who gets their logo selected S Nicole, Carried.
 - 6.5.1 **Action Item** – Sam to create poster outlining contest details by May 1. Details of logo to include must say AUPE and Local 005, and depict the 5 categories of work covered under Local 005 members. Submission deadline July 1, Sam to collect submissions.
- 6.6 AUPE policy regarding council members moving locations and retaining/withdrawing from positions. – A reminder to Council Reps if they move to notify the Local Secretary.
- 6.7 Chainsaw boots – discussion of new chainsaw boots requirements under Bill 30. Cost of required boots far exceeds the the current safety boot allowance under the Master Agreement. **Action Item** – OH&S Rep Dean to draft letter to Forestry Division OH&S Rep Mike Fedun stating concern with Policy and how is Division going to deal with staff concerns. If anyone has information or ideas they would like Dean to include, send directly to Dean.
- 6.8 MSO concerns – recently there has been lots of movement of MSO throughout Province, some Chapters expressed concern with new MSO not reaching out to Chapters and advising of change as well as level of assistance being provided. MSO Derrick advised if Chapter having concerns with Chapter MSO to contact Manager Carolynn Dean for north region (Red Deer north) and Jackie Hill for south region to express concerns.
- 6.9 Union Stewards – training available for those who want to become Stewards, visit AUPE website for details.
- 6.10 Donation Matrix – many donation requests are received throughout the year with some requests having a short timeframe to respond, Sam has started donation matrix to assist in determining what organization/function should receive donation. **Action Item** – Sam to continue developing Matrix for discussion at next meeting.

7.0 Date of next meeting: 13 Sept 18 – AUPE HQ

8.0 Adjournment – 1548

Chairs Report AGM 2018

Since being elected in the 2017 AGM there has been a good learning curve and a heightened sense of responsibility towards all the Local 005 members, not just the ones for my chapter. While the additional meetings and duties have added towards my workload they have also given me a much deeper understanding of the operations of AUPE, Local 005 and the issues that our members have been dealing with. In the last few years I have been excited to see the growth of members interest in union activities and putting their names forward for positions.

I want to thank the executive for their work over this last year. As a lot of us were new and those that stayed on were great help with procedures and as a sounding board for thoughts and ideas. Thanks to Sam Davies for stepping in halfway through the year to replace the vacancy as VP.

Meeting Attendance:

Attended 3 Local Chairs meetings

Attended all Local Council Meetings

Attended New Executive Training Course at the beginning of the year

Attendance at Day of Mourning Seminar on behalf of OH&S Rep on April 28th

Attended April session of Bargaining on behalf of Randy

Attended GSBC Committee phone bank day on behalf of Randy

Correspondence:

Local Life Membership request for information from AUPE Committee

Request from Local Chair Meeting for a Chair responsibilities list

AUPE request for wetland inquiry information

Convention delegate count and Convention Information

Request for information from general member

Grievance and union inquiries answered or directed to MSO's

Things I'm proud of this year:

The update of the policy handbook to bring us further up to date with our financial policies, addition of policy to send firefighters to Ottawa for Fallen Firefighter Memorial as well as Peace Officer memorial.

The working letter to Chapter executives on duties and responsibilities and the increased communication down to chapter level from the council members.

Going Forward:

Some ideas/projects I'd like to work on for the coming year and beyond:

- A small package on the Local and Union for our seasonal staff that can be distributed at commencement
- New Logo
- Workplace visits to all offices by Chapter Executives

Chapter Representative Annual Reporting – Local 5 / Chapter 3 - 2018

10.2 Annual Reporting

10.2.1 Council representatives shall report to Local 5 Council on an annual basis any union related activities and communications at their respective Chapters. Reports should address the following, but can contain other relevant Union business:

- a) Chapter activities that supported the objectives of the Union and meet the mission statement; “To represent and support AUPE members through solidarity and mobilization.”

Chapter 3 held one activity which was its Annual General Meeting, updates were provided to staff

- b) Chapter activities that educated your members on current and ongoing issues impacting AUPE;

Correspondence has been posted to the union news board, discussions on where to find Bargaining updates however posted updates were vague

- c) Chapter activities that encouraged member participation in AUPE education programs;

AGM,

- d) Ways that your Chapter utilized approved budget funds;

AGM meal was only funds spent last year

- e) Summaries of key issues facing your Chapter;

- i. Plans/strategies as a Chapter to address these issues;

Issue – maintaining Union interest amongst Chapter members, discussions have been held by Chapter Chair on how to get members more engaged. The Chapter has had little engagement with its members thus more meetings and activities will be planned for next year.

~~Chapter~~ Chapter 004 Report.

- ① Activities → AGM tomorrow.
- ② Educate →
 - a) Forward emails to members.
 - b) Following up ~~emails~~ ^{council meetings} with at work 1/2hr-1hr info + Q&A sessions.
 - c) Union Intro Sessions at all seasonal bootcamps
- ③ Education → Nothing to report.
- ④ Budget → spent at AGM.
- ⑤ Issues →
 - Chainsaw Boots
 - Meal Allowance Amounts.
 - Forced days off.
 - Lack of info on bargaining.

April 18/18

Chapter Representative Annual Reporting – Local 5 / Chapter 007 - 2017/18

By: Kari Matedchuk

10.2 Annual Reporting

10.2.1 Council representatives shall report to Local 5 Council on an annual basis any union related activities and communications at their respective Chapters. Reports should address the following, but can contain other relevant Union business:

(a) Chapter activities that supported the objectives of the Union and meet the mission statement; "To represent and support AUPE members through solidarity and mobilization."

- AGM in MAR 2017; AGM in MAR 2018

- nothing occurred in summer due to increased wildfire activity

(b) Chapter activities that educated your members on current and ongoing issues impacting AUPE;

- discussion at AGM
- email updates on bargaining

(c) Chapter activities that encouraged member participation in AUPE education programs;

N/A

(d) Ways that your Chapter utilized approved budget funds;

- supplied lunch for AGM

(e) Summaries of key issues facing your Chapter;

i. Plans/strategies as a Chapter to address these issues;

- still ongoing issues w/ interest in union
- increased interest due to union negotiations but overall very difficult to engage

- looking at possible BBQ for summer if time permits + fire demand isn't too high

- did receive concerns about the whole 2850 issue last year; passed onto MSO in area.

Chapter Representative Annual Reporting – Local 5 / Chapter 10 – 2017/18

10.2 Annual Reporting

10.2.1 Council representatives shall report to Local 5 Council on an annual basis any union related activities and communications at their respective Chapters. Reports should address the following, but can contain other relevant Union business:

(a) Chapter activities that supported the objectives of the Union and meet the mission statement; “To represent and support AUPE members through solidarity and mobilization.”

This year, our focus in our chapter was to engage staff. We held 2 wing nights for full time staff and a pizza party for seasonal staff. Approximately 70 staff that usually do not engage in the union participated and asked questions. We are planning a seasonal staff engagement in May 2018 at the Whitecourt firefighter boot camp for a bbq and are expecting 60 people to attend.

(b) Chapter activities that educated your members on current and ongoing issues impacting AUPE;

We discussed with the Union on behalf on the seasonal staff about sunscreen not being provided as part of PPE, which is now sitting with employee relations. Currently discussing new chainsaw boot requirements and the additional costs that will be incurred by staff.

(c) Chapter activities that encouraged member participation in AUPE education programs;

We have two employees that are new to union activities and are interested in labor school and other AUPE programs.

(d) Ways that your Chapter utilized approved budget funds;

This year we spent our approved budget on staff engagement. We have plans for 2018 to do more staff engagement plus AUPE promotional items for ch 10 members.

(e) Summaries of key issues facing your Chapter;

i. Plans/strategies as a Chapter to address these issues;

Key issues that were noted by chapter members are: Increasing costs of PPE that are currently unfunded including sunscreen for seasonal firefighters and boots for chainsaw operators; Meal allowances costs; Concerns about 0% increase during this bargaining and; Concerns regarding the discrepancies between Lands Officers vs Senior Lands Officers. All concerns are to be taken to higher levels in AUPE.

Chapter Representative Annual Reporting – Local 5 / Chapter 11 - 2018

10.2 Annual Reporting

10.2.1 Council representatives shall report to Local 5 Council on an annual basis any union related activities and communications at their respective Chapters. Reports should address the following, but can contain other relevant Union business:

(a) Chapter activities that supported the objectives of the Union and meet the mission statement; "To represent and support AUPE members through solidarity and mobilization."

April 9^{AGM} Meeting. Various conversations with members in passing about bargaining and negotiations

(b) Chapter activities that educated your members on current and ongoing issues impacting AUPE;

April 9^{AGM} Meeting. Spoke briefly on some of the topics that are being negotiated that affect local 5.

(c) Chapter activities that encouraged member participation in AUPE education programs;

(d) Ways that your Chapter utilized approved budget funds;

April 9^{AGM} lunch / meeting.

(e) Summaries of key issues facing your Chapter;

i. Plans/strategies as a Chapter to address these issues;

- Fish and Wildlife Modifier for training officer
- Forced time off after long shift / taking holiday time.
- Enforcement program
- Pay increase
- ~~reduction in pay~~
- Saw boots
- ~~reduction in pay~~

● confusion on information.

Chapter Representative Annual Reporting – Local 5 / Chapter 15 - 2018

10.2 Annual Reporting

10.2.1 Council representatives shall report to Local 5 Council on an annual basis any union related activities and communications at their respective Chapters. Reports should address the following, but can contain other relevant Union business:

(a) Chapter activities that supported the objectives of the Union and meet the mission statement; "To represent and support AUPE members through solidarity and mobilization."

No activities this year, except AGM

(b) Chapter activities that educated your members on current and ongoing issues impacting AUPE;

-Email out updates as they are recieved.

(c) Chapter activities that encouraged member participation in AUPE education programs;

AGM

(d) Ways that your Chapter utilized approved budget funds;

AGM.

(e) Summaries of key issues facing your Chapter;

i. Plans/strategies as a Chapter to address these issues;

- Lack of involvement + awareness

- Employer does not give any union info to new employees

- Update member list- only those that respond.

- Plan a mid year BBQ

- More central meeting locale for AGM next year - Lethbridge

Meals

Management

Wing night / Bowling etc. - good ideas