



**2007 SPRING GM AND DEMAND SET**

**FEBRUARY 20  
10 AM & 19:30 PM  
5757 COOPERS AVE**

**MINUTES**

Exec Present: Bro. Donnelly Bro. Szumlanski Sis. Kearsey Bro. Blair

Exec Regrets: Bro. Wakely (Vac.)

**1<sup>st</sup> Meeting Quorum present: 44 members present**

**2<sup>nd</sup> Meeting Quorum present: 25 members present**

	AGENDA ITEM	DETAILS	ACTION
	Call To Order	<ul style="list-style-type: none"> <li>• 1<sup>st</sup> Meeting - Bro. Szumlanski called meeting to order at 1015</li> <li>• 2<sup>nd</sup> Meeting – Bro. Blair called meeting to order at 1945</li> </ul>	
	Harassment Policy and Minute of Silence	<ul style="list-style-type: none"> <li>• Bro. Szumlanski read the Harassment Policy</li> <li>• Minute of Silence</li> </ul>	
	Adoption of Agenda	<ul style="list-style-type: none"> <li>• No agenda items from the floor</li> <li>• Bro. Kernichan wanted to when demands could be amended</li> </ul>	
	Minutes of Previous Meeting	<ul style="list-style-type: none"> <li>• Not reviewed</li> </ul>	
	Future Visions of the Local	<ul style="list-style-type: none"> <li>• Discussion about the future of L. 277 and growth in numbers</li> <li>• Discussion about the future of the membership and how demographics changing the makeup of the local</li> <li>• Demographics change will impact bargaining position</li> </ul>	
	Health Analytics	<ul style="list-style-type: none"> <li>• Members asked to attend EPSC meetings</li> <li>• Demonstrates participation in the process</li> <li>• Bro. Donnelly presented about the H.A. roundtable discussions and stakeholders meeting – presented where they are now</li> <li>• Joe Freedman – Project Manager</li> <li>• Next EPSC Meeting February 22 and extensions likely</li> <li>• Each new program requires a project manager</li> <li>• Possible petition to membership to have web-casting of EPSC meetings, much like Regional meetings</li> </ul>	
	Correspondence	<ul style="list-style-type: none"> <li>• Website submissions are taken to UMC meetings</li> <li>• Member who contacted media about offload delays has been actioned by union local</li> <li>• UMC – minutes of meeting are being revised to reflect meeting content</li> </ul>	

	AGENDA ITEM	DETAILS	ACTION
		<ul style="list-style-type: none"> <li>• January minutes still not out, but next meeting is Friday</li> <li>• Union is to receive copy of all Regional occurrence reports – <b>Bro. Blair asks that members document any and all occurrences and send a copy to an executive member via interoffice</b></li> <li>• Union has attempted to speak to management from here say they will listen only to a point - Meaningful negotiations do take place with hear say - Common catch phrase from management “Give us in writing” - This will give credence to concerns voiced - Inundate us with paper to give us the ammunition – No paper – No action</li> </ul>	
	Caucus Team	<ul style="list-style-type: none"> <li>• Caucus team will be used to support bargaining team</li> <li>• Not necessarily stewards</li> <li>• Necessary for survival of future local and those to ‘carry the torch’ forward in bargaining</li> <li>• Members if interested to contact <a href="#">President M. Donnelly</a></li> </ul>	
<b>Resolutions and Motions</b>			
	<b>Motion for Constitutional Change for Election Requirement at General meetings</b>	<ul style="list-style-type: none"> <li>• The following amendment was presented and read into the meeting</li> <li>• The following amendment was adopted by a majority present</li> <li>• 1<sup>st</sup> meeting – Sis. Murray motion to carry, Bro. Paterson 2<sup>nd</sup> - Motion Carried</li> <li>• 2<sup>nd</sup> meeting – Bro. Kernichan motion to carry, Sis. Renaud 2<sup>nd</sup> – Motion Carried</li> </ul>	
	<b>Motion for Printed Version of Constitution</b>	<ul style="list-style-type: none"> <li>• The following amendment was presented and read into the meeting</li> <li>• The following amendment was adopted by a majority present</li> <li>• 1<sup>st</sup> meeting – Sis. Murray motion to carry, 2<sup>nd</sup> - Bro. Paterson – Motion carried unanimously</li> <li>• 2<sup>nd</sup> meeting – Bro. Speers motion to carry, 2<sup>nd</sup> - Bro. Desrosiers– Motion carried unanimously</li> </ul>	
	<b>Motion for Resolution for Provincial Health and Safety Committee support from OPSEU</b>	<ul style="list-style-type: none"> <li>• The following amendment was presented and read into the meeting</li> <li>• The following amendment was adopted by a majority present</li> <li>• 1<sup>st</sup> meeting – Sis. Griffiths, 2<sup>nd</sup> – Bro. Park – Motion carried unanimously</li> <li>• 2<sup>nd</sup> meeting – Bro. Speers motion to carry, 2<sup>nd</sup> - Bro. Desrosiers – Motion carried unanimously</li> </ul>	
	Retirement Membership	<ul style="list-style-type: none"> <li>• Local motion for members who retire from the 277 to have lifetime membership with the expense carried by the local (\$10/per member once only)</li> <li>• 1<sup>st</sup> meeting – Sis. Murrav motion to carrv. 2<sup>nd</sup> – Bro Paterson – Motion carried</li> </ul>	

	AGENDA ITEM	DETAILS	ACTION
		<ul style="list-style-type: none"> <li>unanimously</li> <li>• 2<sup>nd</sup> meeting – Sis. Renaud motion to carry, 2<sup>nd</sup> – Bro. Tipping – Motion carried unanimously</li> </ul>	
	Grievance and Arbitration Updates	<ul style="list-style-type: none"> <li>• Bro. Szumlanski presented the grievance listing from 2005 – 2007</li> <li>• Members need to keep tabs on grievances because the task is becoming overwhelming</li> <li>• Members keep originals correspondence and forward copies to secretary or Chief Steward</li> <li>• Grievances should have a file number assigned by the time it reaches Step 2 or Referral to arbitration</li> </ul>	
	Rumours and Clarifications	<ul style="list-style-type: none"> <li>• If members are told by management that the union “agreed” to something, members should contact a member of the executive for the truth/full story</li> <li>• <u>Replacement workers</u> – not the union’s idea</li> <li>• Management had intent to hire using Article 16.09 and had already provided offers of employment by the time union approached</li> <li>• Ground rules protect PT/FT in the interim pre-bargaining</li> <li>• Union not aware that that positions would be offered to replacement workers vs. part time workers first</li> <li>• 2006 – wanted 29 in May, but only got 6 hires</li> <li>• Bargaining issues surrounded providing service to the public</li> <li>• Replacement of ACP students temporary</li>   <li>• <u>Float Trucks</u> – Right to manage by the employer</li> <li>• Float trucks can be moved to multiple stations throughout a shift</li> <li>• If a Float truck is moved to a 1-vehicle station, the same honour principles apply as though it were a 2-vehicle station (first up, etc). Float trucks are not to do the stations workload for other crews</li>   <li>• <u>Tactical</u> – The president nor the union opposes the Tactical team</li> <li>• CA and Legislation will govern the practices of the team</li> <li>• Seniority will be protected as the union cornerstone</li> </ul>	
	Local Budget 2007-2008	<ul style="list-style-type: none"> <li>• Bro. Szumlanski outlined expenses for 2006</li> <li>• Presented budget for 2007-2008</li> <li>• 1<sup>st</sup> meeting - Bro. Paterson/Bro. Park – Budget passed</li> <li>• 2<sup>nd</sup> meeting – Sis. Renaud/Bro. Kernichan – Budget passed</li> <li>• Sis. Kearsav presented update (Opening Balance Jan 1/2007) 3791.74 –</li> </ul>	

	AGENDA ITEM	DETAILS	ACTION
		<ul style="list-style-type: none"> <li>Less Expenses 1483.20 = 2308.54</li> <li>• Deposit of 3481.31 = \$ 5789.85</li> </ul>	
	Bargaining: Confidentiality and Solidarity	<ul style="list-style-type: none"> <li>• Bargaining is a secretive business otherwise employer prepares their arguments</li> <li>• Members are to avoid engaging with bargaining discussions with management or listen to rumours</li> <li>• Members are instead to wait and look for direction from the union or bargaining team</li> <li>• Management tactic is to divide the membership</li> </ul>	
	Bargaining: Media Affairs	<ul style="list-style-type: none"> <li>• Bro. Donnelly spoke about public support during bargaining</li> <li>• Spokesperson for the union is the president or delegate</li> <li>• Media often misquotes or has misinformation therefore avoid believing all that is in printed media</li> <li>• Standardized media statements often used so that if any member is approached the message is delivered consistently – this is also done through press releases</li> <li>• Media policy in the works by management – unknown when to be published</li> </ul>	
	Results Presentation	<ul style="list-style-type: none"> <li>• Bro. Szumlanski presented the results for Full Time, PT, and Ratio</li> <li>• Motion to accept to results was made</li> <li>• 1<sup>st</sup> meeting – Sis. Sharma motion to accept results, 2<sup>nd</sup> - Bro. Thomas</li> <li>• Carried unanimously at the meeting</li> <li>• 2<sup>nd</sup> meeting – Bro. Desrosiers motion to accept results, 2<sup>nd</sup> – Bro. Kernichan second</li> <li>• Carried unanimously at the meeting</li> </ul>	
	Results Interpretation	<ul style="list-style-type: none"> <li>• As presented to those in attendance</li> </ul>	
	Demand Setting Discussion	<ul style="list-style-type: none"> <li>• Comments omitted for protection of bargaining</li> <li>• Discussion regarding job action and legislated requirements – essential services agreements</li> <li>• Discussion by Bro. Green about Fire Service Comparisons - UTM Ambulance Service vs. LTM Fire Services</li> </ul>	
	EVC, JHSC, PDWG Update	<ul style="list-style-type: none"> <li>• Asbestos concerns at Bramalea delivered by Bro. Speers</li> <li>• EVC is having a meeting on Thursday – will get back to UMC afterward</li> <li>• JHSC continues to address concerns by the membership</li> <li>• Bro. Denning spoke about PDWG and how meeting progress was tedious</li> <li>• Bro. Speers spoke about CACC not providing full information – Members are</li> </ul>	

	AGENDA ITEM	DETAILS	ACTION
		requested to document for future action by the MOL	
	Q&A	<ul style="list-style-type: none"> <li>• Occurred throughout meeting</li> </ul>	
	New Business	<ul style="list-style-type: none"> <li>• 1<sup>st</sup> meeting presented – discussed at 2<sup>nd</sup> meeting</li> <li>• Bro. Denning made a presentation about schedule proposals</li> <li>• Discussion occurred about type of schedule and options available, Members are to submit various proposed schedules for review and discussion in the future</li> <li>• Bro. Denning - Motion made to submit and explore alternative shift patterns at the next GM, 2<sup>nd</sup> - Bro. Kerrigan – motion carried</li> <li>• 2<sup>nd</sup> Meeting – Bro. Desrosiers motion, 2<sup>nd</sup> - Bro. Gingrich, motion carried</li> <li>• Bro. Kernichan spoke about need for social committee in the union local so that members interact, to explore further possibilities and contact President M. Donnelly if interested</li> </ul>	
	Election Results	<ul style="list-style-type: none"> <li>• Sis. Brenda Wilson</li> <li>• Sis. Carol Murray</li> <li>• Bro. Joe MacDonald</li> <li>• Bro. Jason Farrow (alternate)</li> <li>• Were elected on to the bargaining team</li> </ul>	
	Adjournment	<ul style="list-style-type: none"> <li>• 1<sup>st</sup> meeting adjourned at 1250</li> <li>• 2<sup>nd</sup> meeting adjourned at 2150</li> </ul>	

Next Meeting: Anticipated Bargaining Update Meeting (Date TBA)

OPSEU  
**P**ARAMEDICS

Submitted by Local 277

**Whereas** it is OPSEU's aim and purpose to enforce health and safety standards and bring about improvements in the working conditions of the membership

**Whereas** in March 2006 the Ministry of Health reported that there were 6652 Paramedics in Ontario

**Whereas** Paramedics, directly and indirectly, make up a significant segment of OPSEU's membership and support for OPSEU

**Whereas** the current Ministry of Labour Section 21 Healthcare Committee does not have any Paramedic representatives as it strictly governs those that work in healthcare facilities

**Whereas** Paramedics are exposed to hazards on the job greater to or as similar to those who work in healthcare facilities, including unpredictable workplace environments, SARS, violence, needle sticks, transmittable communicable diseases and more

**Whereas** responsible financial savings can be achieved by a reduction in injuries, Short and Long Term Disability costs, WSIB costs, appeals and hearing costs, and overall improvements with worker wellness

**Whereas** the downloading of Ambulance Services in 2000 has thrown chaos into Paramedic Health and Safety as each municipality and/or employer JHSC is resolving Health and Safety issues differently as evidenced, by the SARS commission

**Therefore be it resolved that:**

*OPSEU support the policy and course of action within the Ambulance Division to create a Ministry of Labour Occupational Health and Safety Act (OHSA) Section 21 Paramedic Health and Safety Committee to assist OPSEU Paramedics reduce their potential for injury, illness or line of duty death*

OPSEU  
**P**  **PARAMEDICS**

Submitted by Local 277

**Whereas** it is OPSEU's mandate and intent to become more environmentally friendly through "Greening"

**Whereas** environmental concern is of the utmost importance to generations, present and future

**Whereas** a large segment of OPSEU's members have Internet access or access to electronic means

**Whereas** the age of the Internet is upon us

**Whereas** the requirement to provide a printed version to every member upon joining or a reprinted version when up-dates is extremely expensive

**Whereas** responsible financial savings can be achieved by a reduction in printing expenditures at all levels of the union

**Therefore be it resolved that** Article 7.1.h. of the OPSEU constitution be amended to read:

*Upon becoming a member in good standing, the member shall receive a printed copy of OPSEU's current Constitution, and the most up-to-date version of the Constitution will be made available electronically and only upon request to the union, be provided a re-printed version, and be advised of amendments to it in the most suitable manner*

OPSEU  
**P**  **PARAMEDICS**

Submitted by Local 277

**Whereas** some professions in OPSEU, such as Paramedics, work staggered shifts and rotating schedule formats that are incompatible with regular meeting times

**Whereas** some professions are located with multiple workplaces that are widely dispersed geographically

**Whereas** OPSEU is a union built on the concept of democracy

**Whereas** solidarity is achieved through the opportunity for member participation in the union, including meetings and the electoral process

**Whereas** the requirement of article 29.4.1 that elections be held only at General Meetings is limiting and discriminates against members who have responsibilities that prevent them attending General Meetings at specific hours

**Whereas** the requirement of article 29.4.1 that elections are held only at General Meetings discriminates against members who on the basis of family status may prevent them from attending

**Whereas** the stipulation of having elections and bi-elections to be held only at General Meetings causes unnecessary expenditure at the local level

**Therefore be it resolved that** Article 29.4.1 of the OPSEU constitution be amended to read:

*Elections shall be conducted at a General Meeting or by a method requested by the local in writing, with the approval of the President of OPSEU*

Personnel		Member Dues Estimate	2007 Budget (Annual)	Actual Dues To Date (Annual)	Difference (\$)	Difference (%)
Dues Income Dependant on numbers of members and fluctuates throughout the year (Member only pay dues if working - PT who do not work and WSIB members do not contribute dues)		1st 50 Members x \$21.07 = 1053.50 Each additional member x 9.36 9.36 x 280 Member = 2620.80 3674.30 (330 Members) x 3 Quarterly Cheques = \$11022.90 + 2006 Dues Remaining	15,540.23		-15,540.23	0.00
Personnel Expenses	2006 Expenses	Budget Notes	Renum. Budget (Annual)	Renum. Actual To Date (Annual)	Difference (\$)	Difference (%)
Union Time Wages (Remunerations)	822.90	370.19/per member/per occasion (Budget estimate at 2 meetings per month) must include Wages, Benefits, OMERS Contributions	1,000.00	-	-1,000.00	0.0%
Steward Expenses (meals, mileage, childcare, phone etc)	1,879.35	\$14/ meal OPSEU Rate Estimated 5/month	2,000.00		-2,000.00	0.0%
Other (i.e.. Shift Premiums)					0.00	0.0%
Operating Expenses	2006 Expenses	Budget Notes	Budget Estimate (Annual)	Expenses To Date (Annual)	Difference (\$)	Difference (%)
Ambulance Division Dues	600.00	approx. 600/year - based on member formula	600.00		-600.00	0.0%
Bank Account Charges	132.14	approx. \$12/month	140.00		-140.00	0.0%
Donation (i.e.. illness, accident, fundraisers, etc)	342.88	As Required	300.00	-	-300.00	0.0%
General Meeting Costs (Room rentals and incidentals)	1,830.72	300/meeting Estimated 3/year	600.00	-	-600.00	0.0%
Labour Council Dues	0.00	approx. 150/year	0.00	-	0.00	0.0%
Steward Meeting	128.35		200.00		-200.00	0.0%
Mileage (to attend meetings)	0.00	TBD	0.00		0.00	0.0%
See note at bottom of spreadsheet		(depends on location and # of meetings)				
Phone Bills (Mobile, Other)	6,251.43	\$50/month/exec minimum + Long dist	3,000.00		-3,000.00	0.0%
Office supplies:					0.00	0.0%
Photocopying, Printing, Postage	632.70	50/month minimum	400.00		-400.00	0.0%
Technology						
Web polls	0.00	\$20 service/month - Est. 3/year or as reqd	60.00		-60.00	0.0%
Website	240.00	20/month	240.00		-240.00	0.0%
Dedicated Internet Services	0.00	30/month	360.00		-360.00	0.0%
Single Number Reach (905-277-2005)	Inc. in phone bills	cancelled Nov 2006				
Solidarity Exercises (i.e.. Stickers, posters, hats)	3,222.20	As Required	1,000.00		-1,000.00	0.0%
Expenses Paid for by OPSEU:	0.00		0.00		0.00	0.0%
Legal, Research	0.00		0.00		0.00	0.0%
Union Assets Purchases					0.00	0.0%
LCD Projector	0.00	One time purchase (not inc.applicable taxes)	On hold			
Laptop	0.00	One time purchase (not inc.applicable taxes)	600.00	-	-600.00	0.0%
Laser Printer and Cartridges	0.00	One time purchase (not inc.applicable taxes)	500.00	-	-500.00	0.0%
<b>Total Expenses</b>	<b>Total Expenditure 2006</b>	<b>Budget Notes</b>	<b>Budget Total (Annual)</b>	<b>Expenses To Date Total</b>	<b>Difference Dues vs. Rebate (\$) (Closer to Budget Total Means Balanced) -ve # under budget +ve # over budget</b>	<b>Difference (%)</b>
Expenditure	16,082.67	Budget Expenditure	11,000.00	\$ -	-\$11,000.00	0.00%
		Dues Remaining Budgeted	4,540.23	\$ -	This number does not reflect the available funds	

**Note: Other meetings attended by a 277 member not listed in this document: ERC, UMC, Health & Safety, Base Hospital Advisory Council, Grievance Step 2 Meetings, Arbitration Meetings, Ontario Labour Relations Board Hearings, New Employee Orientations, Investigations, etc.\*\*\* Meetings and conferences are not (and cannot) always be scheduled while a member is working**