



	<u><b>Action Items</b></u>
<p>1. <b>CALL TO ORDER:</b> Meeting called to order at 7:00 p.m. The meeting was adjourned for 10 minutes as there was not a quorum present. The meeting was re-called to order at 7:10 pm.</p>	
<p>2. <b>INTRODUCTIONS:</b> Lois Robb welcomed the members that came out to the meeting and introduced Staff Association's Board of Directors and office staff. Lois thanked the membership for coming out and advised that it doesn't seem to matter what date we pick for our Annual General Meeting, we always seem to have bad weather to contend with.</p>	
<p>3. <b>APPROVAL OF MINUTES:</b></p> <p><i>Motion by Janie Bont, that the Annual General Meeting Minutes of November 20<sup>th</sup>, 2013 be approved as printed, seconded by Nargis Dossa. Motion Carried</i></p>	<b>Motion Carried</b>
<p>4. <b>CHAIRPERSON'S ADDRESS:</b></p> <ul style="list-style-type: none"> <li>Lois advised that at last year's Annual General Meeting, members were interested in hearing about what the Chairperson and Managers of Staff Association do at work daily. Lois presented a snapshot of their work schedule based on the 2013-2014 year.</li> <li>Report attached.</li> </ul>	
<p>5. <b>AUDITOR'S REPORT:</b> <i>Presented by Dennis Kisio, CA.</i></p> <ul style="list-style-type: none"> <li>Dennis Kisio presented the financial statements.</li> <li>There were no questions from the membership.</li> </ul> <p><i>Motion by Patty Odegard, that the Auditor's Report be accepted as presented, seconded by Judith Snell. Carried.</i></p>	<b>Motion Carried</b>
<p>6. <b>PROPOSED BUDGET:</b> <i>Presented by Fred Fuchs</i></p> <ul style="list-style-type: none"> <li>Fred explained the proposed budget amounts for the 2014/15 year.</li> <li>Fred answered questions from the membership pertaining to the budget.</li> </ul> <p><i>Motion by Fred Fuchs, that the Proposed Budget for 2014-2015 be approved as presented, seconded by Janie Bont. Carried.</i></p>	<b>Motion Carried</b>
<p>7. <b>MOTION TO MATCH FUNDING FOR STAFF DEVELOPMENT FUND FOR 2014-2015 (MAIN BODY &amp; PSS):</b></p> <p><i>Motion by Fred Fuchs, that the Staff Association put up to \$25,000 to match CBE Staff Development Main Body Funds for 2014-2015, seconded by Tina Carey. Carried</i></p> <p><i>Motion by Fred Fuchs, that the Staff Association put up to \$5,000 to match CBE Staff Development Professional Support Staff Funds for 2014-2015, seconded by Susan Mallett. Carried</i></p>	<p><b>Motion Carried</b></p> <p><b>Motion Carried</b></p>

**8. MANAGERS' REPORT / UPDATES:**

**Managers' Report/Negotiations Update:** Presented by Mark Johnson

Report attached.

- After Mark's update, Lois commented that Staff Association is very fortunate to have Mark and Albert on our team with their years of expertise.

**9. CLOSING REMARKS AND MEETING ADJOURNMENT**

- Lois thanked the membership once again for coming out and advised that there will be an informal question and answer period after the meeting is adjourned and she and Mark will stay as long as the membership has questions to ask.
- Lois adjourned the formal part of the meeting at 7:59 pm.

**10. INFORMAL QUESTION & ANSWER PERIOD**

- Membership questions were asked and answered by Staff Association's Chair and Manager.



Recording Secretary



Chair

Good evening and thank you for coming out for the Annual General Meeting. It does not seem to matter what date we choose for this meeting as it seems to be a guarantee that the weather will turn nasty. Murphy's Law I guess.

At our AGM last year, the members present were interested in what the daily work is at the Staff Association Office for the Chairperson and Managers.

I will endeavour to give you a snapshot of what that looked like based on the 2013-2014 year:

- Member phone calls and/or emails - we receive a variety of questions around collective agreement language; things like breaks from work, scheduling of hours, entitlements regarding leaves, such as compassionate leave, personal days, and general leaves, calls around various workplace issues, position description duties, bullying/harassment etc.
- One on one meetings with members either here at the office or other locations.
- We attend many more formalized meetings throughout the year where a member requests union representation for meetings they have been called to attend.
- Grievances - last year we filed 18 grievances which involve calls, emails, and meetings to resolve.
- Committee meetings etc.:
  - Staff Association Workplace Relationship Committee (meets once per month - September through June).
  - Workplace Relationship Committee (we also meet once per month - September through June with CBE Leadership).
  - Health and Wellness Committee (3 times per year).
  - High School Success Strategy meetings (twice a year).
  - Board of Director Meetings (minimum of 1 per month - September through June).
  - Staff Association Executive Meetings (minimum of 1 per month - September through June).
  - Quadrant Meetings with the membership (2 per year).
  - Annual General Meeting (in the fall of each year).
  - Spring Information/Election Meeting (each spring).
  - Trustee Meetings (minimum 2 per month - September through June).
  - Meet with other CBE Union Groups (3 times per year).
  - Professional Improvement Fellowship Leave selection for Main Body and PSS (one meeting for each once per year).
  - System Leadership Meetings (usually a couple per year)
  - Meetings around Pension Issues (all throughout the 2013-2014 year).
  - Retirement Banquet Committee (3 times per year).
  - Other meetings as required.

Hopefully this gives you some idea of what our work is.

And now we will move on to our next item on the agenda.



## **Manager Report Notes (Johnson)**

**November 26, 2014 AGM**

- **Staffing issues**
- **Negotiations**
  - **Where are today and how got there**
  - **Proposals**
  - **How looks going forward**
  - **Questions**

### **Activity to date**

- Last minute change of CBE personnel created some delay but was positive development - outline of bargaining teams
- Initial meeting Sept. 19; October 9 – exchanged proposals
- 6 meetings to date – 1 more before break - prefer weekly but not feasible for them
- Scheduled 10 more from January to Spring break

**Important to understand that there is an agreement in place – bridging provision in labour Code – current agreement in effect until new one reached**

### **Tone**

- Quite business – like and respectful
- Managing process and expectations well
- Dealing with easier stuff
  - Learn how work together
  - Preferences
  - Approaches that work / don't
  - Create momentum – sign-offs each meeting (15)
  - Towards being better able to deal with tougher issues – trust built up

### **Proposals**

- How chosen and what represent
  - Specific difficulties we've had
  - Member discussions and survey
  - Anticipated events / changes

- Clause by clause review
  - Learn agreement – fresh eyes / fresh perspective
  - Jog memory around issues past and current
- Filters to decide – Discuss - Vote
  - Survey info / ranking
  - Better to leave alone (success in past with what is in agreement or not) – risk (arb or labour board decisions or grievance resolutions)
  - Ability to deal with issues absent anything in agreement (other avenues / forums)
  - Need to discuss for awareness
  - Bargaining ‘chips’
  - Monetary – propose all - prioritize

### **Process and where we are currently**

- Discussion valuable - reality checks for all – reminder that if issues can't / won't be addressed we'll be looking to address them in bargaining – practicalities (why just can't do some things)
- Dealt with all the easier issues – housekeeping – enshrining in agreement things already being done – things that clearly make sense for all
- Started on some where we/they know will be issues (Leaves / Hrs. of Work)
- Soon have to focus on monetary
- Our expectation - reasonable increase – cognizant of optics
- Expect they will want zero for at least first year (teachers / no need for retro / optics)
- Genuine desire of all involved to be done within this school year

### **Questions?**