

# LOCAL 2020-05 Union Membership Meeting



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## **Scheduled Meeting**

Date: May 30, 2017

Time: 6:00 P.M. – 7:20 P.M.

Room: Private Room

### **Executive Committee**

- Sherri Hawkes – Unit President
- Peter Larabie – Unit Safety Representative
- Gilles Labelle - Unit Chief Steward Mines
- Bill Chandler – Unit Chief Steward Surface Plants
- Jennifer Pattison – Unit Recording Secretary
- Bob Gagnon – Financial Secretary / Units Local 2020 Executive Board Member

### **Members - Present**

As per sign in book

### **Guest**

None

### **Approval of the Agenda**

No Agenda provided

### **Approval of the previous Minutes**

Approved

### **New Business / Open for Discussion**

#### **President's Report**

- Review the Highlights
- Memorandum of Settlement has more information than the CBA. Sherri keeps copies
- Language – Temp Assignments will not pay union dues. In a reduction/realignment they will hold their position. We will not have more than 5% in temp staff, no more 1 year
- Seasonal – no medical required anymore
- CD-JET – update and new committee
- Reduction/realignment – submit a resume
- Mental Health Awareness
- Bill 132 added

## **Business**

- Stobie Mine – Met last Friday and HR is waiting for final approval. Posting will come out after employees are placed. Final meeting is next Friday. Looks like no lay-offs for our members.
- CD-JET committee (Article 8.06) – Sherri is the chair. Bill will be replacing her. Gilles has been on it for 5 years.
- FLA – This role is now a pay grade F
- Totten Mine – new role called Network Automation Tech.
- Derek has taken Steward Training Level 2
- New employee Orientation – 2 draftsman. Need to build a new group to review the package
- Flex Benefits – email from Jennifer Witty highlights about implantation. Watch for her emails
- Off made to 6500 employees \$10,000 to retire.
- Reflect/recap of the last meeting/vote

## **Health & Safety Report**

- Moment of Silence for Ron Lepage
- Day of Mourning – Thanks to everyone who attended
- Full JHSC are at all sited
- New Member Andrea Owl
- XRF - Xray machines issues. People are not being trained properly
- PPE- clothes were sent to site and were all wrong sizes. No one was consulting or took fittings. Cintas refitted everyone. Women's PPE is not fitting correctly and they have been receiving men's PPE.
- SPI Review – rolling out Train the Trainer and learning how to find root causes in investigations
- Seismic Review – Identify risk
- M&S working around mobile equipment. Sites are using different rules. Guidance has to be issued.
- AED – 125 have been placed throughout our sites
- Steel Racking - audits are being performed. Some areas not compliant with our new rules
- How to be a Procedure Properly – new guideline needs to be developed. Areas complete guidelines all in different ways. If you travel from mine to mine, each area should have the same. This will simplify things and make it easier for workers/visitors
- Mental Health Awareness – JHSC will attend. New forms are required. Derek will highlight the changes and send to Pete
- C Cans – on site C Cans are not in compliance. An audit needs to be performed on all.
- Lab shoes – Some need metatarsal. Need to find a better shoe that employees can wear.

## **Member Questions**

Around the table

- Boris has been working on the history of the union. Some areas have gaps so he needs help filling those in. Once complete, this can be presented at a meeting and/or posted on our webpage. The purpose of this is to educate our members. Some members are not sure who is the union or what the union provides.
- Question: Flex Benefits – the liberal government wants to make changes to our services. This will affect people that opt to take Option #3. It will cost more for them than what was presented during negotiations. Why, if members wanted Flex benefits, did they turn down the agreement in October? We had a chance to take that and push out flex benefits and extra year? The bargaining committee did what their people wanted and yet they voted to take flex. It makes no sense at all. Do they realize what they did? Answer: No one will ever understand what really happened. Yes, the bargaining committee was fighting for no Flex as per the members request. Maybe people got scared by Stu's email that was issued the day of the vote. The surveys asked us to FIGHT FOR NO FLEX, so no idea what happened. We have a younger membership, life hasn't really touch them yet.
- New CBA Books – will be issued soon

## **Next Month Meetings**

DATE OF NEXT MEETING: As per Schedule