

CUPE 391, Gibsons Library Workers

Annual General Meeting Monday, April 14, 2008

Present: Jim Gorman (CUPE), Alex Youngberg (CUPE 391 president), Lynda Carlson, Carole Doerksen, Eileen Hare, Laura Houle, Maureen Young, Stu Young.

Chair Lynda Carlson called the meeting to order at 10:30 a.m.

- 1) **Changes or additions to the agenda:** Agenda accepted as presented. Minutes of previous AGM (April 24, 2007) were accepted with no change.
- 2) **Comments from Chair:** Bargaining for the recent Agreement was relatively straightforward, consisting of 4 meetings, including 2 full days of bargaining. We believe it's a decent agreement. The process was facilitated by an amiable relationship with the Employer's team.
- 3) **Comments from CUPE representative:** The representative went through the Agreement and outlined the main changes. The rates per hour were close to what we had asked for, coming out to less than lower Mainland libraries but on par with Victoria Public Library for instance. Other changes referred to were:
 - a) Annual vacations (Article 14) holiday time increased in upper seniority ranges,
 - b) Sick leave gratuity (Article 15),
 - c) Family responsibility leaves (Article 16.08). A medical certificate may now be demanded.
 - d) The minimum hours guaranteed for meetings or training (Article 17.02) have been reduced from 4 to 2.
 - e) Employee Benefits (Article 19.02) - Employees ineligible for benefits will receive 5% of gross earnings instead.
 - f) Acting Temporary Capacity (Article 17.03) Part-time employees will now be paid their normal rate for hours worked in an 'Acting Temporary capacity'.
- 4) **Ratification vote** was conducted by a show of hands, and the Agreement was approved. The Chair thanked the CUPE representative and CUPE 391

president, who in turn thanked the Bargaining Committee for their work on this Agreement.

- 5) **Election of Officers** was chaired by Alex.
 - a) Laura nominated Stu for Recording secretary; accepted.
 - b) Eileen nominated Carole for Shop steward; accepted.
 - c) Maureen nominated Lynda for Chair; accepted.All candidates elected by acclamation.

- 6) Other informal discussion: Union education workshops were promoted and it was suggested staff check the education page on the CUPE website. Jim will send a CUPE publication on Occupational Health & Safety in libraries, which includes a section on ergonomics. Laura agreed to sit on a GDPL OHS committee.

- 7) **Adjournment:** 11:15 a.m. the meeting was adjourned.

CUPE 391, Gibsons Library Workers Meeting
Tuesday, May 27, 2008

Present: Lynda Carlson, Lisa Desaulniers, Carole Doerksen, Eileen Hare, Pat Swadden, Maureen Young, Stu Young.

Chair Lynda Carlson called the meeting to order at 5:20 p.m.

- 8) **Changes or additions to the agenda:** Agenda accepted as presented. Minutes of previous meeting (April 14, 2008) were accepted with amendments.

- 9) **Report from the Chair:** Described the CUPE annual convention and a recent course on dealing with grievances. Handed out a newsletter on CUPE's accomplishments this year. A binder on the protocol of dealing with grievances, which also contains the Labour Relations Code, will be available in the staff room. As will associated materials from the conference, including Occupational Health and Safety guidelines.

10) **New business:**

- a) **Library hours increase and schedule changes recently proposed by Management.** We wish to have input into this decision and consequently will examine the circulation statistics, rough-in our own alternative schedule, and bring it up at a Labour-Management meeting. Our CUPE rep should be asked if, technically, changing one's hours of work amounts to changing one's job description. Other alternatives would be to ask that a public questionnaire be generated or to wait until an increased staffing budget is in place before increasing Library hours.
- b) **Upcoming conferences.** For those interested: CUPE Political Action conference June 9 to 11. Library Workers conference (first ever) Oct. 2 to 4. Includes a Pay Equity workshop.
- c) **Pay Equity committee.** There is a call for volunteers for a committee; this will be discussed at our next meeting.
- d) **Child Safe letter to parents.** Our input on this has been sought by management. The general feeling is that the letter proposed sounds a little dictatorial and over-emphasizes punitive aspects. Our suggestion would be to state things more diplomatically, and especially to see any negative statements reframed in a positive manner (e.g., instead of "Don't run" use "Please walk").

Adjournment: At 6:10 p.m. the meeting was adjourned.

CUPE 391, Gibsons Library Workers Meeting
Monday, November 3, 2008

Present: Lynda Carlson, Lisa Desaulniers, Carole Doerksen, Eileen Hare, Laura Houle, Suzanne Larose-Cloherly, Elaine Seepish, Maureen Young, Stu Young.

Chair Lynda Carlson called the meeting to order at 3:15 p.m.

- 11) **Changes or additions to the agenda:** Agenda accepted as presented.

- 12) **Minutes of previous meeting** (May 27, 2008) were also approved.
- 13) **Comments from the Chair:** Upcoming courses offered by CUPE were described, including one on bargaining.
- 14) **New Collective Agreement:** Copies were handed out. Two improvements in the new Agreement are: the day off available to staff members who do not log a sick day during the year; and the possibility of having a job-related course paid for by the employer (have it approved by employer first). A copy of the current Agreement will be available in the staff room, with the most recent changes highlighted.
- 15) **Labour/Management Meeting suggestions:**
- request that all staff be trained in cashing out
 - how is the library expansion project going? We would like to continue our input into decisions. The blog set up for this is not being used.
 - post any further suggestions to Lynda's folder at work, for a meeting hopefully prior to Carole's time off starting Nov. 14.
- 16) **Working during days off** (discussion): Pros and cons of clearing the book drop during weekends to avoid a stressful chaotic 'first morning', especially after a long weekend. This topic will be added to the Labour/Management meeting, with a suggestion that casual staff be brought in to deal with the book drop on the final day of a weekend, or possibly in addition to regular staff on the 'first morning'.

Adjournment: At 3:45 p.m. the meeting was adjourned.