



Annual General Membership Meeting

CUPE 3324 Island EMS Paramedics

October 17, 2010

The Annual General Membership meeting of CUPE Local 3324 was held at the Best Western in Charlottetown. President Jason Woodbury called the meeting to order at 10:05 and introduced the Area Representatives:

Andrea Arsenault, Montague/Souris
Tracy Fall, Charlottetown
Chris Landry, Summerside
Adam Rogers, Alberton/O'Leary

Fraternal Guests:

Bill McKinnon National Staff Rep.
Milo Murray, CUPE PEI President

Guests:

Judy Astle: Vice President Local 4848
Sam Rankin: RN
Roberta Larkin: Nutritionist
Steve Collette: Third Degree Training

Regrets:

Bob Hicks, Maritimes Regional Director

Moment of Silence for fallen members.

Equality Statement

The Equality Statement was read by Jed Burt and Dawn Campbell

Minutes

The minutes were read by Annie MacPhee

Discussion: none

Presidents Report:
November 5, 2010

I would like to welcome all members and guests to local's 3324 annual meeting here at The Best Western, Charlottetown.

Wow, where have the year gone? During the past year, I have been extremely busy working beside your executive to resolve many of your issues and concerns. It is no question it has been the busiest, challenging and at times frustrating year our local has ever encountered.

As issues arise within our Local, I encourage all members to attend area meeting to voice your comments and suggestions on the current topics. The information that we receive provides your executive with your views and allows us to make a decision on how to proceed with the issue. As you are the front line workers and in most cases will be directly impacted on changes to policies and operational duties. We must not take anything for granted and look at the issue as a whole and how it will affect the community, future and of course you the frontline worker.

In addition, to listening you the members, your executive uses the many resources within the CUPE family. Those resources range from our servicing rep. Mr. Bill MacKinnon to a wide range of other resources that include, education staff, legal staff, researchers and the list goes on.

My decisions are solely based on the democratic views of you, the members. This is why I encourage all members to attend meetings and voice your concerns. There are many issues and concerns that I do not agree or agree with. However, knowing that solidarity builds a strong local, I feel that, if it is the best interested in the majority of our members then, I support it even if I do not agree with it. "Change is the act of solidarity within our group."

The past year, I have filed 8 grievances on behalf of you the membership. 6 of the grievances have been settled without proceeding to the arbitration process. In addition, we still have one grievance that has not been resolved and was filed in 2009. Yesterday was the hearing for that outstanding grievance.

The past year my goal was to improve communications with in the local. I feel that communications are key to operating a strong local. Our website has been the first point of communications for our members to view the activities of your local. Annie works many of hours with CMI to ensure that the information gets out to the members efficiently. I continue to encourage all members to visit the website on a regular basis to ensure you all well informed on the executive's and the locals activity. Job well done Annie!

As expected, negotiations this year has been slow moving. We sat at the table a total of 6 sessions. We are making some progress and we will continue to ensure that we reach a fair agreement. We will be sitting back down at the table in early December to attempt to achieve your requests.

On behalf of the membership, I have attended a total of 48 meetings this past year. These meetings range from grievance meetings, labour management, negotiations, area meetings, executive meetings, National meetings, Government meetings and Local 4848's AGM. A complete list of those meetings is attached to my report for your viewing.

Once again, as like past years our local received funding to attend the National E.M.S Locals Meeting in Banff, Alberta. These meetings are very informative and it is crucial that we continue to support and attend these meetings on a National Level. I am pleased to announce that our Local along with our sister Local 4848 (New Brunswick) will be hosting the 2012 National E.M.S Locals Meeting in Moncton. In the next year I will be working very close with Local 4848's executive to host this event and make it a successful one. As more details become available, I will ensure that they are posted on our website.

This year our local also participated in the CUPE PEI annual convention in Crow Bush. This convention as like past years was successful and informative. I continue to sit on the executive board for CUPE PEI as the representative for Island E.M.S, Atlantic Nursing Home, & Group Homes. CUPE PEI continues to support locals within Prince Edward Island and addresses labour issues that affect all CUPE members. As your representative for division if you have any questions or concerns regarding CUPE PEI's involvements, please bring them forward so I can address them on your behalf to the executive board.

Your executive works many of hours to maintain the operation of our local, many of volunteer hours are spend working on behalf of all of our members. My role as president is made easier because of the dedication of your Locals elect positions. Oh behalf, of the membership, I wish to sincerely thank you for all the work that you have done to represent your respective areas. Job well done!

I especially, would like to thank our National Servicing Rep. Brother Bill MacKinnon, for the guidance and advice that he provides to me and your elected officers. There were many times when I thought of "packing things up" Brother MacKinnon has a quality like no other and he brings reality and encouragement to our entire local and to your elected officers. I strongly believe because of Brother MacKinnon, our local has strengthened. Thank you!

I am honoured to be able to represent you as your Provincial President. I am looking forward to another successful and productive year addressing your issues and concerns. I encourage, you all to "not just be a member of local 3324 but, to be a part of Local 3324" get involved, voice your concerns. Your area reps. and executive works for you!

I move my report as read,

In solidarity,



Jason Woodbury
President, C.U.P.E Local 3324

Discussion:

We had a meeting with Island EMS yesterday and we are working towards settling Arbitration prior to the meeting with the Arbitrator. This is concerning Part Time employees applying and getting a term position but having to give up their Part Time position to accept. We are still awaiting final draft from the employer. Due to the lack of members at the meeting today we do not have quorum meaning no business can be conducted.

Year of the Steward:

I would like to thank the Stewards for all their hard work, they are the first point on contact and work many hours for us the members. Jason presented the Stewards with Pins.

Physio:

Sam Rankin spoke on back safety and the importance of core training to keep healthy backs. Sam showed some different exercises that can be done at home and some that can be done while at work.

Nutritionist:

Roberta discussed shift work and nutrition, showing a power point on foods that help you through the day and those that we think are helpful.

Cooke Insurance

An Island owned company that has been around since 1962. They have preferred insurance for CUPE Members with a 10-15% decrease in rates.

Milo Murray, CUPE PEI President:

I would like to thank the Executive for the invitation and for all the hard work being done by them and their members. CUPE Schools are important and I would like to thank you for your participation and attendance.

Area Rep Reports:

Tracy Fall Charlottetown

Greetings Brothers and Sisters:

Welcome to the fifth Annual Convention of CUPE Local 3324.

For those who don't know me, I'm Tracy Fall, Charlottetown Area Rep, and Past President of our Local.

It's been an interesting year for our Local...
Labour /Management issues have been non-stop and have led to many grievances.
Proposed changes with licencing through Provincial EMS Board.
Community Paramedicine talks.
New Glasgow truck.
Scheduling changes.
Negotiations.
And last but not least...
Changes within management of Island EMS....with the biggest one yet to come:)

With this being said, congratulations to our President , Jason Woodbury, on a job well done.
He's proven himself to be a true leader...and a thorn in management's side.

There are many educational sessions offered to CUPE PEI members. I encourage any members who are interested to submit their name for the upcoming training.

Thanks Bill. We've gone through many, many National Reps in the past...it's great to have a full-time rep, especially one as knowledgeable and supportive as you are.

As many of you may have heard, I've decided to give up my position on the Executive of CUPE 3324. I will continue to be on the negotiating team until this contract is negotiated and signed. I will be holding a meeting on Nov 12 for all Charlottetown Area members to elect a new rep. Thanks to all members and executive for their hard work and dedication.

Chris Landry Summerside

Brothers & Sisters,

The last year has been a trying one to say the least. Management has been less than cooperative. Many issues have and continue to revolve around time off requests, drinking water at Summerside base, the driving policy and job postings.

These and many other issues continue to be wrestled over during labour management meetings. We have had some turn over in the West and will likely see a few more changes in the future which opens opportunities for our new members.

The Western Area Rep position is now vacant due to the previous rep (Adam Rogers) accepting an opportunity in at the Summerside base. We are currently seeking interest in this position and will be holding a meeting soon to vote for a new rep. For the in term, I have been and will continue to act as the Area Rep for the West as well as Summerside.

Negotiations has been a slow and painful process and the employer is now delayed again due to staff changes. We hope to meet in December, understanding that this may change.

I would like to take this opportunity to thank Jason Woodbury and Bill MacKinnon for all the hard work they do behind the scenes to keep the union on top of issues. I've been in an

executive union roles in the past, but I can honestly say, these guys are the hardest working pair I've ever scene. Although neither are much to look at, Bill knows his labour law inside and out and Jason... well what can I say? He has a personality like sandpaper, but puts the needs of our members ahead of his own everyday.

The union can only be as strong as its members. Your participation as members is vital to the strength of CUPE. I encourage you all to take an active role in the union whether it's by participating in the executive, attending the courses CUPE provides or by attending meetings in your area.

Adam Rogers O'Leary\Alberton

Good-day Brothers and Sisters, my name is Adam Rogers and I was the area rep for the Alberton/O'Leary bases for the past year. Recently I took a full time position at the Summerside Base so now Chris Landry is acting as interm area rep until another is found.

During my time in office there had been a few complaints brought to my attention, most of these were settled by speaking with the supervisor directly. No grievances were filed in the past year.

Although I am no longer the Area Rep for Alberton/O'Leary bases I will still be working on the negotiating team to get a new collective agreement for our members. I would like to encourage members to check our website and to be sure that your area rep has your contact information so you receive any emails that are sent out by the executive.

In Solidarity

Adam Rogers

Andrea Arsenault Montague\Souris

Hello everyone, I'm Andrea Arsenault, the area rep for Montague and Souris. This past year has once again seen changes in our area. We have had a lot of staffing changes, some medics were promoted, and new medics were hired, while others left to pursue other opportunities and interests. We have new postings, now at the Pownal arena and the St Peters fire department. Other changes were province wide. We saw the implementation of the "Well at Work" program, the new driving policy, and significant changes to our uniforms. This year, in our area, not many complaints or grievances were filed. Most issues were discussed and resolved at the complaint stage. Many issues are also handled at our labor management meetings as well. As everyone knows, this past year we began negotiating a new contract with Island EMS. Our CUPE rep, Bill McKinnon, along with your negotiating team has met with Island EMS and put forth our package based on request forms filled out by you the members of local 3324. It has been a slow process but we will soon be meeting again and if all goes well, we should soon have a new contract! Please check out the CUPE 3324 website regularly for any information regarding our local. Everything gets posted there as soon as possible to keep everyone up to date on what is happening. Finally, I have decided to leave my position as area rep. It has been a great

experience and I have enjoyed working with the rest of the executive over the years. I'll continue with negotiations until we have settled on a new contract, however, there will be a new area rep for all other responsibilities.

Thank you,

Andrea

Treasurers Report:

Chrisy reported that there were 2 Audits done in the past year with our income being 44574.27. We have 71 full time and 26 part time/casual medics.

Trustee's Report

There have been two audits done this year we found the books all in order and congratulate Chrisy on all her hard work. Given by Ron Blue

OHS Report:

None given

Education Report:

Spoke on the importance of applying for the 5 500.00 Bursaries that are available to CUPE members and their children. Applications are available on our website last year Natasha Ewart received one of the bursaries.

Val Stear

Equality and how it affects us all in different ways.

Judy Astele Vice President 4848

Greetings from Local 4848 Dispatchers and Medics Union. We are licensed by PMV at a cost of 395.00 and up a year PMV also deals with any complaints lodged against the medics. Our contract express in June 2011 so we will be going to the negation table some time in the new year. CEO Allan Stevens is currently touring the province and policies are being updated,(if sitting more than 3 hrs the truck must be sent to closest base for a 45 minute break and 15 min bathroom breaks after 1 ½ hr) Driving policy no faster than 120 km. We have designed a vest for our members to wear when supporting other locals as they are not allowed to wear their uniforms. This is designed with our logo on the back and medical crest on the front. We look forward to working with local 3324 in hosting the National Convention in 2010.

Steve Collette 3rd Degree Training

Steve is the owner operator providing trained certified personal trainers, structured program, sports nutritionist we offer group rates. If interested please get in contact with me.

Bill Mackinnon:

Dues issue in CUPE .85% of 1.5 goes to National for dues this gives us access to Bill and all of National resources. A local has to cover the cost of their local including Arbitration costs and since these are not regulated an arbitrator can charge what they choose (aprox 1200.00 daily). An increase stays in your local.

With no enough members present no business could be conducted today a Special AGM date will be set so the business can be handled for the local.

Meeting adjourned.

Members and Guests in attendance:

Annie MacPhee	Summerside
Christina Cyr	Summerside
Jason Woodbury	Summerside
Chris Landry	Summerside
Tracy Fall	Charlottetown
Jed Burt	Summerside
Dawn Campbell	Summerside
Scott Wilson	Alberton
Matt Bohan	Charlottetown
Kent Cooke	Summerside
Ron Blue	Charlottetown
Bill MacKinnon	National Rep.
Milo Murray	CUPE PEI President
Sam Rankin	RN
Roberta Larkin	Nutritionist
Judy Astele	VP CUPE Local 4848
Steve Collette	3 rd Degree Training
Val Stear	Equality