



## Annual General Membership Meeting

### CUPE 3324 Island EMS Paramedics

November 20, 2010

The Special Annual General Membership meeting of CUPE Local 3324 was held at Cross Roads Fire Dept. President Jason Woodbury called the meeting to order at 1:03pm and introduced the Area Reps and explained to everyone the reason for the meeting is to conduct business that we were unable to do at the AGM due to not having quorum.

#### **Area Reps:**

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

#### **Fraternal Guests:**

Bill McKinnon National Staff Rep.

Moment of Silence for fallen members.

#### **Equality Statement**

The Equality Statement was read by Tracy Fall

#### **Adoption of the Agenda**

#### **Presidents Report:**

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!

Jason moved his report be accepted as read, 2<sup>nd</sup> by Ron Blue, **motion passed.**

**Discussion:**

An agreement has been signed with Island EMS concerning a pending Arbitration. Part time staff is now able to take term positions without having to give up their part time positions. Area Reps have a copy of the signed agreement if members would like to read it.

**Treasurers Report:**

Chrisy reported on the current bank balance and the current number of working medics. 71 fulltime 26 part time and casual, these numbers fluctuate depending on the number of medics working at the time.

Chrisy moved her report be accepted as read, 2<sup>nd</sup> by Jamie **motion carried.**

**Discussion:**

Scott asked what per capital the local pays to national? Bill explained per capita and what it is used for.

**Trustees Report:**

Books audited twice this past year with no concerns or problems. Congratulations to Chrisy for all her hard work.

Ron moved his report be accepted as read, 2<sup>nd</sup> by Heather **motion carried.**

**Area Reports**

Andrea Arsenault Montague/Souris

Andrea moved her report be accepted as read, 2<sup>nd</sup> by Jeanie **motion carried.**

Discussion:

No discussion.

**Tracy Fall Charlottetown:**

Greetings Brothers and Sisters:

Welcome to the fifth Annual Convention of CUPE Local 3324.

For those who dont know me, I'm Tracy Fall, Charlottetown Area Rep, and Past President of our Local.

Its 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, congratulacions 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 thier 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 thier hard work and dedication.

Tracy moved her report be accepted as read, 2<sup>nd</sup> by Kelly **motion carried.**

Discussion

No discussion

**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.

Chris moved his report be accepted as read, 2<sup>nd</sup> by Tracy **motion carried.**

Discussion:

No discussion

### **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 moved her report be accepted as read, 2<sup>nd</sup> by Chris **motion carried.**

### **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 intern 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.

Chris moved Adams report be accepted as read, 2<sup>nd</sup> by Tracy **motion carried.**

### **Discussion:**

Medics in the west were wondering if possible for new reps to be able to sit at the negation table. This was discussed at great length amongst those present. Bill explained how negotiations begin back with the reading of the demand forms and the prioritizing and sometimes long discussions that go along with this to the sitting across the table from the employer and how continuity and consistency is needed. In the end it was decided that it is best that the table stay the same with the current people sitting at the negotiation table.

### **Negotiations (Bill)**

Bill stated that they have met with Island EMS 6 times with more dates coming in December. He discussed what happens after negotiations are done and the time line for ratification and what happens if the vote is no. From this discussion it was decided that the executive would bring forth a bylaw giving a timeline for the period of receiving the contract to ratifying a contract.

### **National Service Rep**

Bill works with 14 Locals and 11 Collective Agreements, assisting when asked with the day to day workings of the locals up to Arbitration hearings and negotiations (ect) Bill is able to access National with the locals needs and is always there to assist when needed. But he stressed that the Area Rep is the first point of contact for the members.

### **OHS Report**

Jed reported that currently a lot of the concerns that are being brought forward to them are being taken to the union, IE water Sside base, Jackets Island wide.

Jed moved his report be accepted as read 2<sup>nd</sup> by Ron Blue **motion carried.**

Discussion:

No discussion

Bylaw Resolutions:

**Resolution #1**

The monthly dues shall be **2%** of regular monthly wages.

Read by Chris Landry 2<sup>nd</sup> by Jed Burt.

**Discussion:**

Members wanted to know why the need for the increase from 1.5% to 2%. Bill spoke to this and it was confirmed from the treasurer and the executive.

Friendly amendment change from 2% to 1.75% was made by Scott Wilson, 2<sup>nd</sup> by Jed Burt.

Discussion:

No discussion

Resolution# 1 **passed.**

**Resolution #2**

Section 11-out of pocket expenses:

Add (e) Executive will be reimbursed travel as established by the Provincial Government after travel exceeds 30kms. They then will be reimbursed the complete mileage traveled.

Read by Chris Landry 2<sup>nd</sup> by Andrea Arsenault

Discussion:

No discussion.

**Resolution #2 passed**

**Resolution #3**

Section 11-Out of Pocket Expenses:

Trustees-\$100.00 per annum

Read by Jason Woodbury 2<sup>nd</sup> by Ron Blue

Discussion:

No discussion

**Resolution #3 passed**

**Elections:**

Secretary      2yr term      Annie MacPhee (Summerside)

Trustee          3yr term      Kelly Williams (Alberton)

Trustee          2yr term      Grant Hardy (O'Leary)

Swearing in done by Bill McKinnon

**New Business:**

Members interested in getting some information concerning their MSPP. They were directed to our website where there is some information.

Members were told of a new tab on our website [www.cupe3324.ca](http://www.cupe3324.ca) where they can receive an email alert when there is new info put on our website.

Jason made motion to adjourn 2<sup>nd</sup> by Heather motion carried.

Members in attendance:

Chris Landry	Summerside
Andrew Daley	Summerside
Gerry Fougere	Montague
Preston Rayner	Montague
Kelly Williams	Alberton
Scott Wilson	Alberton
Jed Burt	Summerside
Heather MacDougall	Charlottetown
Tracy Fall	Charlottetown
Jeannie Hancock	Montague
Eldon MacDonald	Montague
Ron Blue	Charlottetown
Grant Hardy	O'Leary
Jason DeBay	Alberton
Christina Cyr	Summerside
Chris Landry	Summerside
Andrea Arsenault	Montague
Jamie Thompson	Summerside
Annie MacPhee	Summerside
Jason Woodbury	Summerside