

PROFESSIONAL EMPLOYEES ASSOCIATION

GLP EXECUTIVE MEETING

November 30, 2009 (8:00 am)

Sidney Pier Hotel
9805 Seaport Place, Sidney, B.C.

Executive:

Bruce Barnewall
Brian Chow
Frank Kohlberger
Troy Lockhart

Susan Pearson
Jason Yates
Rostam Yazdani

Staff:

Frank Greenlay
Jodi Jensen

- 1. Call to Order:** The meeting was called to order at 8:08 a.m. with Frank Kohlberger in the chair.
- 2. Approval of Agenda:** The agenda was amended to add “Bargaining Preparation Committee” to the Executive Director’s Report.

M/S/C to approve the agenda as amended.

- 3. Approval of Minutes:** M/S/C to approve the minutes of October 26, 2009.
- 4. Secretary-Treasurer’s Report:** S. Pearson reported that the GIC was the same as last month as statements are received quarterly. She also reported that the chequing account stands at \$17,784.34, with one outstanding cheque for \$100.00.
- 5. Grants and Donations:** S. Pearson reported that the Grants & Donations Committee recommended approval for the following donation requests for Christmas parties:

R. Garcia-Dageur – Merritt
T. Goold – Kamloops
J. Barolet – Port McNeill
M. Jobke – Vernon
K. Chalmers – Burns Lake
G. Feldinger – Alexis Creek
S. Baker – Quesnel
G. Freeman – Headwaters

M/S/C to donate \$100 to each of the above requests.

6. Executive Director's Report: J. Jensen reported on the outcomes to date for the three members impacted in the recent round of downsizing.

J. Jensen reported on discussions with the Public Service Agency regarding the impact of the Olympics on government offices in downtown Vancouver and the voluntary reduced work week program being offered again over the Christmas period. She also reported on recent discussions with the PSA and the Ministry of Forests and Range regarding compensation for professionals involved in fire protection work.

J. Jensen reported on a potential privacy breach that occurred when members were asked to update their personal information contained in the PEA's membership database; and on the steps taken by the PEA to rectify matters and notify members.

With respect to collective bargaining, J. Jensen reported that the Bargaining Committee was having its first meetings on December 7, 8 & 9 for training and review of the membership survey.

B. Chow reported on recommendations being formulated by the Bargaining Preparation Committee including updating the 2005 market compensation survey and incorporating bargaining team members onto the committee after bargaining is concluded.

7. Review of October 26, 2009 Action Items: Action items were reviewed and removed as required.

8. GLP Policy Review: Recommend that a red line version of proposed policy be provided in future so that the executive can distinguish between old policy and new policy.

1.2 Policy Establishment and Review

B. Chow recommended that it be established in the policy review section that the Labour Relations Officer review the new policy to ensure that it's not in conflict with any PEA policy, constitution or bylaw. This would occur prior to the new policy being referred to the chapter executive. This section was proposed to become section B5 and B5 would now become B6.

F. Kohlberger feels that C1 (review of policy) seems too onerous for committee. It was agreed to strike the portion of C1 "(such as twice a year)".

J. Jensen mentioned that in A2, "repealed by a subsequent executive motion or convention resolution." should read "repealed by a subsequent executive motion or AGM resolution or convention resolution."

B. Barnewall suggested that it be edited for formatting (capitalization and punctuation).

M/S/C to approve policy as amended.

2.3 Grants and Donations

J. Yates pointed out that the requestor should be referred to the G&D policy on the request form.

F. Kohlberger requested that the Grants and Donations policy be tabled until the next executive meeting so that we can review the policy in conjunction with the old policy and with some input from the policy committee.

J. Jensen asked why GLP Executive comments are included on the form. Jensen also suggested that 2.3F be changed from “GLP collective” to something alternate.

M/S/C to refer the G&D policy back to the policy committee.

9. **Strategic Plan:** The Strategic Plan has been in motion for a couple of years. It was suggested that the Strategic Plan be a standing agenda item.

10. **AGM Resolutions and Challenge Wall:**

Resolution #1: B. Chow spoke to Alan Chapman who would be willing to participate in the committee. S. Pearson suggested that the committee consist of Local Representatives with one Executive member. T. Lockhart and J. Yates volunteered to help drive the striking of the committee and to help guide the committee. Yates and Lockhart to send a draft call for volunteers to F. Greenlay to go out to Local Reps for distribution. It was suggested that the committee consist of 6 volunteers.

M/S/C to strike a Local Rep committee consisting of six members including at least one executive member.

Resolution #2: Referred to PEA Staff.

Resolution #3: Completed. To be posted on the web in reverse order (newest to oldest).

Resolution #4: M/S/C to refer Resolution #4 to the Policy Committee. It was suggested that the definition of “signature” could be defined to include electronic signatures.

Challenge Wall: F. Kohlberger suggested that the question on the most important issue in Collective Bargaining be forwarded to the bargaining team for review.

It was suggested that the strategic wall responses be posted on the PEA site and the link sent out to the membership with a note that the executive is moving forward with the strategic plan, and is trying to use the comments from the challenge wall to help implement the strategic plan.

J. Jensen suggested that the challenge wall information be sent to the AGM attendees only, and the link posted in The Professional.

11. **Local Representative Appointments: M/S/C to appoint the following two local representatives:**

Gord Nigh – MOFR research branch, Victoria

Warren McCormick – Ministry of Health and Sport

- 12. Staff Report:** F. Greenlay reported that the field status (meal allowance) mediator convened the parties and heard from four GLP members and two managers, and that the mediator has booked further dates in January, April and May. The arbitrator remains seized to determine the status of any GLP positions not resolved at mediation.

The GLP membership reports concern regarding the next fiscal year following the Olympics. Members are feeling squeezed for resources and trying to complete the work required in their programs with fewer resources.

13. Further Business:

- a) **Local Representatives:** The Executive noted that not all areas that require a local representative have received a call for volunteers. It was requested that a memo be sent to all jurisdictions that do not have a local representative.
- b) **Pension Program:** The pension financial planning program ends December 31st, 2009. It was noted that the Pension Corporation is now providing excellent information on retirement planning and purchasing years of service.

- 14. Meeting Evaluation:** All executive and staff in attendance reported satisfaction with the attention to completing the agenda and with the collegial atmosphere.

- 15. Adjournment:** The meeting adjourned at 11:03 a.m.