

OPSEU Local 420
General Membership Meeting
Tuesday, Nov 27, 2012 – 12:00 p.m.
Loyalist College – P2

Members Present: Eric Bauer, Bernie Belanger, Vince Middleton, Eugene Tay, Cathy Waite, Gerry Byrd, Pat Dockrill, Dave Stewart, Jackie Stephens, Steve Cook, Bruce Wright, John Rosebush, Bob Fencott, Lynda Whiteford, Claude Gariepy, Neil Kirby, Steve Bolton, Craig Jackman, Kate Rogers, Phil Howlett, Eric Heidendahl, Dianne Malette, Mark Durling, Rick Chesworth, Rachael Currie, Tom Deakin, Brian Scharf, Pam Belli, Robin Keller, Stella Maschas.

1. **Call to order** - 12:04 p.m.
2. **Adoption of the agenda** – Bolton/Heidendahl - carried
3. **Minutes of previous meeting** – May 2012 – Stevens/Waite - carried
Aug 2012 – Dockrill/Gariepy - carried
4. **Business arising from the previous meeting** - none
5. **Treasurer's Report** –
 - 5.1 Bruce Wright thanked the budget committee (Bolton, lake, Belanger) for their help with this year's budget. (See attachment)
Motion: Wright moved that the proposed budget be approved:
Seconded by Dockrill.

Discussion – Heidendahl inquired as to how much of the surplus will be diverted to the "Strike Fund". Wright reminded the membership that a motion was approved in 2011 that states 75% of any budget surplus will be deposited into the "Strike Fund"

Bauer inquired about the substantial difference in the projected surplus this year as compared to last. Wright pointed out – that while the projected surplus for 2011/12 was higher than the projected surplus for 2012/13 the actual for 2011/2012 was substantially lower than the projected. The committee re-evaluated certain budget lines and they are proposing enhanced figures for 2012/13. The goal with any budget is to predict spending and reduce the differences between budgeted and actual amounts. The committee believes the proposed budget will do this.

Wright/Dockrill – carried.

5.2 Wright presented the proposed 2011/12 Honouriums (see attached)

Motion: Wright moved to approve the proposed Honouriums:
Seconded by Heidendahl.

Discussion – none

Wright/Heidendahl - carried

6. **Correspondence** - none

7. **Reports of Local 420 Officers** - none

8. **Reports of Local 420 committees –**

8.1 UCC – has been meeting regularly to address a number of faculty concerns.

- a. Classroom house cleaning
- b. Lock down procedure (faculty's responsibility)
- c. Car Pooling spaces (lack of College policy)
- d. Retention Plan (SWF compensation)

Please contact: Robin Keller, Cathy Waite or Dave Stewart, if you have any concerns that you would like brought forward by the UCC.

8.2 Pat Dockrill spoke about an ad-hock committee that has been struck to address timetabling concerns. To date we have the College agreeing that spaces in student timetables are not advantageous to retention. We have also provided documentation to the College that the new practice of having students in class from 4-6 is troubling to students who are parents and have to pick their children from schools or babysitters. These classes are also having a financial impact on the students because they are losing hours from their part time jobs. The College believes that faculty complaints about timetabling are self-serving and focus on faculty concerns only. Discussions with the College are still ongoing. Members of the committee are: Pat Dockrill, Bernard Belanger, Eugene Tay – Maurine Tripp, John McMahon, Karen Cullen.

9. **Nominations and/or elections** - none

10. **Unfinished Business** –

Bernard Belanger lead a discussion about the state of our pension plan – and the impact some of the proposed government changes may have.

The agreement between the CAAT Plan and the Ontario government has provided the Plan and its members some stability for the Plan over the next 4 years.

Exemption from Pooled fund proposals.

If CAAT (with a fund of approximately \$6 b) had to pool its funds with another plan or group of plans, would have lost its autonomy over how the Plan managed its money and benefits for its members. For example, we have an 85 factor where retirement without penalty can be taken when combined age and years of service add up to 85. Other plans may have a 90 factor and so we would have to work 2.5 years longer to retire without penalty.

We also have a 3% penalty for every year that one retires before the 85 factor opposed to other plans that have 5% penalty/year. These benefits may have been lost or control over these benefits would have been lost to the members of the CAAT Plan.

Longer valuation cycle provides Plan flexibility:

The agreement between the Plan and the government has provided us with a 4 year valuation cycle rather than the current three year cycle. Additionally, without this agreement the government could have forced us to do the valuation yearly.

Valuations are actuarial assessments of the Plan's ability to pay its obligations to present and future retirees. With an additional year to complete the valuation, this may allow for a further "smoothing" of the assets of the Plan. If the Plan is underfunded in its obligations then the Plan has to make arrangements to deal with the shortfall. The extra year allows for the markets to correct its self and for the Plan to make decisions on what benefit reductions or improvements it will make on its obligations to the members.

The Agreement required some changes the Plan:

During the period of the agreement (until December 30, 2016) the Plan agreed to freeze the current funding policy until December 30, 2017. This means that if the Plan were to go into an actuarial deficit the Plan could not raise the contribution rates above the agreed upon current rates. To deal with the shortfall the Plan would have to temporarily reduce benefits to members. Our last valuation filed January 1, 2012 the Plan has a surplus of \$154 m.

What does benefit reduction mean:

If the plan were to show a deficit during the next four years, benefit reduction would be implemented up to a maximum of 20% of the present value of future benefits. Already earned benefits are protected by law and would not be affected.

In determining which benefits to reduce, Plan governors would be guided by the principles set out in the Plan's funding policy. That is, any benefit reductions:

- *Should not introduce intergenerational inequities*
- *Should be reversible in the future*
- *Should have a meaningful impact on funding, yet minimize the impact on members where possible*
- *Should leave members with the option or ability to offset the changes*

Meeting with MPP Rob Milligan:

In conjunction with OPSEU's Quinte Area Council, we met with MPP Milligan to discuss a number of labour issues with him. My discussion with him was about pension plans, specifically Jointly Sponsored Pension Plans and especially the CAAT plan.

11. New Business –

11.1 Smoking Shelter:

The smoking shelter at the front of the college has been moved closer to student parking lot 3. This move is the result of a grievance filed by faculty who believe walking through the second hand smoke is dangerous to individuals' health. The Union recommended moving this shelter and all subsequent shelters to the back of the college, but this was rejected.

11.2 Association Fees:

Bernard had a question presented to him as to why the College doesn't pay for required association fees that faculty members have to pay to stay in the association. We have tried to get these fees paid as part of our contract negotiations, but to date has not been able to get this included in our contract. To do so will require a number of colleges requesting this payment as a contractual demand and the commitment to do what is necessary to get it put into language.

11.3 Motion: Phil Howlett moved that OPSEU Local 420 donate \$200.00 to his Team in Training account to help raise money for The Leukemia & Lymphoma Society: Seconded by Dockrill.

Discussion – Phil is in training to participate in the Walt Disney World "Goofy" Challenge as a member of The Leukemia & Lymphoma Society of

Canada's Team In Training. The Goofy is a half-marathon (13.1 miles) on Saturday and a full marathon (26.2 miles) on Sunday. All of us on Team In Training are raising funds to help stop leukemia, lymphoma and myeloma from taking more lives. My mother (Kay Howlett) passed away the day after the 2002 WDW marathon, and I have been returning to WDW to celebrate her life for over 10 years. And I'm completing this event to honour the lives of Mike Tully, John Regan and Adrian Facca, and of all individuals who are battling blood cancers. Mike, John and Adrian were "larger than life" ... John was a "one-of-a-kind" kind of guy, loved and missed by all who knew him. Adrian's passion for life was obvious no matter what he was doing, and he brought a smile to the faces of everyone he knew. Mike loved his family, loved to laugh, and he LOVED the outdoors. Even though we pound the pavement and are not in the bush, the TNT "family" DOES run outdoors, consists of over 900 athletes, and we all have the same goal - finding a cure. Kim and I are hopeful you will make a donation to support our participation in Team In Training and help advance LLSC's mission.

Amendment: Wright amended the pervious motion to increase the amount of the donation to \$500.00: Seconded by Dockrill – carried

Original Motion: OPSEU Local 420 donates \$200.00 to Phil Howlett's Team in Training account to help raise money for The Leukemia & Lymphoma Society: Seconded by Dockrill. – carried.

12. **Adjournment** – 1:00 p.m. - Stephens