



Professional & Technical Staff Union

at the University of New Brunswick in Saint John and Fredericton

GENERAL MEETING

Wednesday, November 13th, 2019

12 Noon – 1:00 pm

Fredericton: Tilley Room 302

Saint John: Oland Hall Room 203

Attendance: 58 members (Fredericton: 50; Saint John: 8)

1. PSAC STATEMENT ON HARASSMENT

Statement read by Acting President Chris Miller

2. REPORTS

A. PRESIDENT'S

Copied at end of minutes.

B. TREASURER'S

We have a positive balance of \$2,292.14. Expenses have been minimal. PSAC Atlantic has been funding our big-ticket items like Barbecues and T-shirts.

3. PTSU AFFILIATE WITH NEW BRUNSWICK FEDERATION OF LABOUR (NBFL)

This item was removed from the agenda.

4. ELECTION

There were only two positions contested which required secret ballots. Jeff Smith and Tanya Moore ran for Vice President Fredericton and Bruce Miller was a nomination from the floor for the office of President in addition to Jeremy Hollins, the name put forward by the Nominating Committee. There were 3 calls for nominations from the floor for each position. There was a voice vote to accept the nominee for each position for which there was only one nominee.

The results were:

A. PRESIDENT: Bruce Miller

- B. VICE PRESIDENT SAINT JOHN:** Catherine Paulin
- C. VICE PRESIDENT FREDERICTON:** Tanya Moore
- D. SECRETARY:** Neil Cole
- E. TREASURER:** Ed Goodfellow

All are elected for 3-year terms.

By majority vote of hands, a motion to destroy the ballots was passed.

5. BARGAINING UPDATE

Copied below after the President's Report

6. NEW BUSINESS

There were several questions:

- a. Are many articles not like those articles in similar collective agreements? Can't we use the wording from there to save time?

Answer: They are similar but significant details are unique to PTSU.

- b. When and how will we get an update from this week's conciliation bargaining?

Answer: Shortly after the last day (Nov 15th) by email and also on the PTSU Web site.

- c. How and when will we get details for each of the clauses that are the subject of negotiations so we will be well-informed to decide on whether to support the bargaining team position?

Answer: If you are involved in the Mobilization Committee, you may get more detail. Before there is any vote on a collective agreement, all details of all articles will be available.

- d. What is our deadline for having something to vote on?

Answer: For strategic reasons, we can't give an exact deadline, but we are nearing the end. Members need to be visible and support mobilization efforts such as wearing their PTSU T-Shirts on Thursdays and special events. The more they do this, the better negotiations will go.

- e. How far back does retroactivity go?

Answer: That is negotiated at the table—it's not automatic.

The Negotiating Team will be comprised of:

- President: Bruce Miller
- The Past President: Chris Miller (no relation)
- VP Saint John: Catherine Paulin
- One Member Services Officer: either John Hayden or Sharon Smith

There were votes of thanks for the outgoing Executive members.

Many thanks for the excellent job done by the Nominating Committee and to all who ran.

Ed Goodfellow expressed thanks to all who attended at both campuses and reminded us that member involvement is vital to getting a good collective agreement.

7. ADJOURNMENT

Tanya Moore moved and it was seconded and agreed to by voice vote to adjourn.

Presidents Report PTSU Annual General Meeting - Nov. 13, 2019

This year we continued to collective bargaining and we met with the Employer on 28 days for bargaining. A significant change this year is that our originally PSAC negotiator Larry Gagnon retired and we have a new negotiator John Eustace. This change in negotiators gave us an opportunity to adjust the bargaining process and provide a new perspective. John joined us for meetings in August, September, October and currently this week in November. In our August and September meeting we were able to make great progress in finalizing approximately 16 more articles. Although our meeting in October were not as immediately productive we are hopeful that this week brings more positives. Look for another update from John and the bargaining team at the end of the week.

This summer saw the further development of our Mobilization Committee. They began organizing a weekly walk on Thursdays wearing our PTSU t-shirts. We also had a visit to both campuses by the PSAC national president and vice-president, Chris Aylward and Magali Picard. We will be ramping up more mobilization efforts in the coming weeks, please look for more email communication for ideas and opportunities to become involved.

In closing, on behalf of your Executive and Bargaining Team, I would like to wish all our members a happy and safe holiday season and a very happy and prosperous 2020!

Respectfully submitted,
Chris

Chris Miller
Interim-President, Professional and Technical Staff Union (PTSU)

2019 AGM – PTSU Bargaining Update

Issues Completed:

- Recognition
- Management Rights
- Union Security
- Union Management Consultation
- Information and Correspondence
- Union Representatives
- New Employee Orientation Meeting
- Grievance and Arbitration Procedures
- Probation
- Call-back
- Standby
- Designated Paid Holidays
- Holiday Closure
- Sick Leave
- Standard Operating Procedures
- Representation on University Bodies
- Legal Representation
- Political Leave
- Bereavement Leave
- Court Leave
- Court Appearance Leave
- Religious Observance Leave
- Graduation, Convocation, or Encaenia Leave
- Military Reservist Leave
- Education and Career Development Leave
- Self-Funded Leave
- Position Description
- Employee Performance Review
- Employee Personnel File
- Technological Change
- Health and Safety

Important Issues Still Being Discussed:

- Job Security
- Strikes and Lockouts
- Employee Status
- Vacation Leave
- Staffing Procedure
- Job Classification
- Pension
- Benefits
- Travel
- No Harassment, No Discrimination....
- Overtime and Reporting Pay
- Pay Administration
- Maternity Leave
- Parental (Including Adoption) Leave & Benefits
- Severance
- Tuition Waiver
- Seniority