

**Northern Area District Council  
Minutes of General Meeting  
October 4, 2008  
9:15 am – Fort St. John**

**31 members  
3 Staff Reps**

**1. CALL TO ORDER:**

The meeting was called to order by President D. Weiman at 9:15 am at the Quality Inn Northern Grand Hotel in Fort St. John, BC

**2. AGENDA:**

Motion: Cathy Whalen/Robert Leclerc  
"That the agenda be adopted as amended." [business as per bylaws]

**3. EQUALITY STATEMENT:** Read by Sister Sandi Taylor, Local 4177

**4. WELCOME TO GUESTS:**

- Claude Genereux, CUPE National Secretary-Treasurer
  - Discussed the major demonstration in Ottawa, saying "NO" to Stephen Harper
  - Mentioned the United Way Campaign kickoff in Quebec.
  - 366 days until the CUPE National Convention in Montreal
  - Accessibility of the CUPE National Executive Board Assistance Fund
  - Discussed the state of the Union and emphasized the importance to (1) Bargain, (2) Organize, and (3) Fight Privatization.
  - Stressed the importance of participation in the election(s) process
- Cindy McQueen, CUPE BC General Vice President
  - Mentioned the "Adopt A Local Funding" opportunities
  - Briefly discussed CUPE BC strategic plan and the member outreach campaign
  - Focused on the weeklong schools and workshops emphasizing the importance of member to member handouts to engage members
  - CUPE's mandate to focus on civic and provincial issues, along with the guideline and discussion paper based on the video presented at the National convention.
- Debbie Taylor, CUPE BC General Vice President
- Joe Badali, Municipal Coordinator
  - Discussed his role, visiting regions, meeting with staff representative and members, receiving feedback from locals to develop strategies on common issues.
- Bill Pegler, K-12 Coordinator
  - provided a written report
  - discussed the brochure from Ruth Scher on Universal Childcare
  - EA survey was well received with 40% participation, approximately 4,000 members took part in the survey. Feedback forthcoming.
- Ian Clough, CUPE National Representative, Organizing
  - Requested that locals advise CUPE on organizing opportunities

## 5. WELCOME TO STAFF:

- Brother Kevin McConnachie, Area Rep, Prince George
- Brother Harry Nott, Area Rep, Prince George
- Brother Kevin Rose, Area Rep, Terrace

Regrets: Brother Al Gallupe, Area Rep. Terrace

## 6. ROLL CALL OF OFFICERS:

Present:

|                                    |                                |
|------------------------------------|--------------------------------|
| Dan Weiman, President              | Sandi Taylor, Vice-President   |
| Cathy Whalen, 2 <sup>nd</sup> Vice | Paula Cox, Treasurer           |
| NADC VP West – Louise Robinson     | NADC VP Central – Cathy Whalen |
| NADC VP East – Dale Laluk          | Trustee (2011) – Betty Walters |

Regrets: Vaunda Dumont, Recording Secretary (Gwen Lew took notes on Vaunda's behalf)

Absent: Young Worker VP, Anthony Holowachuk

Trustee (2009) – Brian Deschamp  
Diversity VP – Pierette Leclerc  
Trustee (2010) – Sue Fountain

## 7. VOTING OF NEW MEMBERS AND INITIATION

- Local 4653 Fort St. John (schools) newly affiliated as of May, 2008

Motion: Dan Weiman/Sandi Taylor

“To accept and welcome Local 4653 as a new Local affiliated to NADC effective May 2008.”

CARRIED

## 8. MINUTES

Motion: Cathy Whalen/Kevin Scott

“That the minutes of February 23, 2008 be adopted as revised: Item 8 Travel Grants should read Local 2052, not 2152 and Item 16 New Business, sub-item 7 should read 2009 CUPE National Convention, not 2008.”

CARRIED

### 8a. MATTERS ARISING

None

## 9. TREASURER'S REPORT

- Treasurer's Report – audited January 1, 2008 – June 30, 2008

Motion: Paula Cox/Kevin Scott

“That the Treasurer’s report January 1, 2008 – June 30, 2008 be adopted as circulated.”

CARRIED

- **Travel Grants**

Motion: Executive/Steven Storch

“To award the travel grants as follows:

\$1333.33 to Local 2145

\$1333.33 to Local 1050

\$1333.33 to Local 4177”

CARRIED

- **R. King Scholarship**

**Background Info:**

*On November 6, 1993 R. King (President, CUPE Local 2861) and his 12 year old son Paul were returning home to Terrace after Paul’s hockey game in Prince Rupert when their vehicle left the road. Neither survived the accident/ Brother Rick King was dedicated trade unionist of the very highest caliber*

The recipient of the R. King Bursary (\$250) is chosen from the members attending the spring and fall school in an educational course and is given to their Local to offset cost.

Members must apply for this scholarship.

Scholarship awarded to Carrie Bennett, CUPE Local 4653.

- **T. ANDERSON SCHOLARSHIP - \$250**

**Background Info:**

*Tina Anderson was a dedicated activist and trade unionist. She held a number of different positions with her Local. She served as Chief Shop Steward until her illness prevented it. She represented the Northern Area District Council as their Regional Vice – President, and sat on a number of CUPE BC Committees. She was one of the original members of the Special Education Task Force, and was instrumental in striving for provincial standardization of qualifications for our members working as Special Services Assistants. She was an outspoken advocate for Women’s rights, and co-chaired CUPE B.C. Women’s Committee. Tina was also an Occasional Instructor and took great pride and derived great satisfaction in training new activists to become competent stewards. Tina was diagnosed with cancer, and true to form fought it with dignity and determination. She passed away on December 15, 2001. This scholarship was created in her honour.*

The T. Anderson Scholarship in the amount of \$250 is given to one member to attend a weeklong course.

Members must apply for this scholarship.

Scholarship awarded to Cathy Whalen, CUPE Local 2145.

- **NADC fall school/meeting, September 29 – October 4, 2008**

Motion: Dan Weiman/Steven Storch

“That the expenses for the fall school/meeting October 2008 be paid”

CARRIED

## 10. TRUSTEES' REPORT

- Trustees' Report – audited periods from July 1, 2006 up to June 30, 2008

Motion: Betty Walters/Paula Cox

That the following Trustee's Report/s be adopted as presented:

July 1, 2006 to December 31, 2006

January 1, 2007 to June 30, 2007

July 1, 2007 to December, 2007

January 1, 2008 to June 30, 2008

TABLED (pending receipt of written reports)

Motion: Betty Walters/Paula Cox

“To destroy the damaged filing cabinet that is no longer useable and is currently in storage.”

CARRIED

Motion Betty Walters/Bea Rutledge

“To donate the NADC fax machine currently residing at Local 3799 to a group in Prince George.”

CARRIED

- Recommendation to invite the Trustees to the NADC Executive Meetings.

## 11. COMMUNICATIONS and BILLS

Motion: Dan Weiman/Dalphenia Sivively

“That the correspondence report be adopted as presented.”

CARRIED

## 12. EXECUTIVE COMMITTEE REPORT

D. Weiman, President

- Discussed the success achieved by moving the NADC schools to Prince Rupert and Fort St. John. Attendance in Prince Rupert was 63 and Ft St John was 64. The 2009 Spring meeting and workshops will be held in Smithers and the 2009 Fall meeting and workshops to be held in Prince George. NADC is looking to communities for support to adopt/assist with the set-up and planning of these venues. Terrace has expressed interest in hosting a venue for the NADC in the future.
- NADC received notification of withdrawal from two locals in Prince George. NADC has acted on recommendations from those locals and will continue to liaise with the locals to encourage them to participate in the NADC. (Including holding the last Executive meeting was held via conference call and having current information available on the website.)
- Requested that members “get out and help” in the Spring elections.
- Discussed efforts being made for Municipal labour peace.

## 13. LOCAL REPORTS – see Appendix A

## 14. COMMITTEE REPORTS – see Appendix B

### 14a. NOMINATIONS, ELECTIONS AND INSTALLATIONS

Motion: Gwen Lew/Bob Leclerc

“That Monica Bradley be nominated to represent the International Solidarity Committee.” Nomination accepted by Monica Bradley.

CARRIED

## 15. UNFINISHED BUSINESS

### 1. Motion to amend the NADC By-laws re: MEMBERSHIP as stated below:

Motion: Executive/Cathy Whalen

To change the bylaws section 1 (b) Eligibility For Membership, to read:

(a) *Affiliation*

*This District Council shall consist of all Chartered CUPE Locals which lie within the geographic area of the NADC. CUPE Locals must apply in writing to the*

*Recording Secretary of the council. Election to membership shall be by majority vote.*

*(b) Disaffiliation*

*A local shall be deemed unaffiliated upon written notice from the local that wishes to disaffiliate.*

*(c) Re-affiliation*

*A local may apply for re-affiliation to the Northern Area District Council. A two thirds (2/3) majority vote of the council is required to accept re-affiliation.*

*(d) Members seeking election to the NADC Executive or to be put forward as a recommendation to sit on a CUPE BC Committee must be a member of a local in good standing within the NADC for a period of one (1) year prior to the election date.*

CARRIED

## 16. NEW BUSINESS

### 1. Education Courses - Spring 2009

The Executive recommends the following courses for the Spring school:

Week-long course: Collective Bargaining – Bargaining Skills week-long workshop

3-day course: Retirement Planning – 3 day course

2-day course: Advanced Stewarding

Other recommendations included:

2-day courses: Representing Members at Meetings  
Solidarity and Racial Justice  
Assertiveness Training  
Facing Management  
Interim Workshop on Pensions  
Total Equity and Management

The Executive will make these recommendations to CUPE Education.

### 2. 2008 NADC Scholarship

Two applications and submissions were received, The Chair of the committee recommended that the scholarship be split as the committee members that reviewed the essays felt that the submissions were of equal merit.

It was discussed that not all the committee members were provided the opportunity to review the submissions prior to the recommendation from the chair. This has been an on-going problem.

Recommendation: in an effort to improve communications, in the future, the Chair of the committee shall contact NADC to ensure that they have the contact information for all members on the committee and allow sufficient time for the Chair to contact all committee members to provide input. It was further suggested that NADC arrange for conference calls to allow all committee members to participate.

Motion: Betty Walters/Paula Cox

“That the scholarship be split and that Ryan Dirnback and Hikari Maria Shiga each be awarded \$500.”

CARRIED

### 3. Financial Support – Municipal/School Board/Regional District, two motions:

Motion: Executive/Kevin Scott

“That the NADC allocate up to seven thousand (\$7000) to the NADC’s Political Action budget for the upcoming municipal/school board/regional district elections.”

CARRIED

Motion: Executive/Florence Robertson

“That the NADC Political Action funds will be allocated according to the financial needs of the candidates upon presentation of a campaign budget with a maximum amount of the following per candidate: \$250 - if already elected, \$500 - if not yet elected.”

CARRIED

NADC received a submission from Robert Leclerc requesting financial support to assist with his campaign for School District Trustee. NADC to provide \$500 for his campaign.

### 4. Notice of NADC Elections February 2009:

President – 2 year term expiring February 2011

Secretary-Treasurer – 2 year term expiring February 2011

Diversity VP – 2 year term expiring February 2011

Trustee – 3 year term expiring February 2012

Area VP West – 2 year term expiring February 2011

Area VP Central – 2 year term expiring February 2011

Selection of Regional Vice President (RVP) – recommendation to be forwarded to CUPE BC, at the caucus at convention.

Selection of Alternate RVP – recommendation to be forwarded to CUPE BC.

Selection/Election of All Committee Member Representatives to CUPE BC Committees – recommendations to be forwarded to CUPE BC.

- A recommendation was received from Gwen Lew to endorse Steven Storch for the position of CUPE BC General Vice President at the CUPE BC Convention in April. Steven Storch accepted the nomination.
- A letter was received from Carlene Keddie and read by Chrystal Lloyd notifying the membership “that at the Spring meeting of the NADC, I will seek the endorsement of the Northern Area District Council, along with financial support in the amount of \$1,500 to apply toward the cost of a Coffee Hospitality Service for delegates attending the CUPE BC Convention.”

- The membership received clarification on the process from staff representatives and the NADC By-Laws were reviewed about accepting declaration of nomination(s) for endorsements from the council. It was determined through a vote of the delegates that an election was necessary at this meeting.
- Steven Storch was elected to be the Northern Area District Council's endorsed candidate for the position of CUPE BC General Vice President. The NADC Executive will forward their recommendation to CUPE BC.

Motion: Gwen Lew/Cathy Whalen

"To endorse Steven Storch as a CUPE BC General Vice Presidential candidate at the 2009 CUPE BC Convention as elected at the NADC October 4, 2008 General Meeting"

CARRIED

##### 5. Notice of Motion to amend the NADC Bylaws:

Motion to amend Appendix "A" to read in accordance with bylaw 8 (c), replacing the Recording/Corresponding Secretary with the Second Vice President as follows:

Motion: Executive/Florence Robertson

That the *Appendix "A" to the Bylaws of the Northern Area District Council Rules of Order item 1* be amended to read: 1. The President or, in his absence, the Vice-President, shall take the chair at all membership meetings. In the absence of both the President, and Vice-President, **the Second Vice President** shall act as President, and in his absence a President pro-tem shall be chosen by the Council.

This update to Appendix "A" was missed when the last amendments from February 2006 were submitted to CUPE National.

Motion is to be made at the Spring 2009 General Meeting."

CARRIED

##### 6. Notice of Motion to amend the NADC Policy Manual:

Motion to amend NADC Education enrolment fee to include the week-long costs in addition to the 2-day course fees for both affiliates and non-affiliates

Motion: Executive/Florence Robinson

"That the NADC policy manual be amended under EDUCATION A. Northern Area District Council to read:

- Enrolment fees will be:
  - \$30.00 per member for affiliates for 2 day courses
  - \$60.00 per member for non-affiliates for 2 day course
  - \$100.00 per member for affiliates for weeklong courses
  - \$130.00 per member for non-affiliates for weeklong courses

An amendment to the motion: "Enrolment fee structure to include:

- \$30.00 per member for affiliates for 1 or 2 day courses
- \$60.00 per member for non-affiliates for 1 or 2 day courses

\$45 per member for affiliates for 3 day courses  
 \$80 per member for non-affiliates for 3 day courses  
 \$100.00 per member for affiliates for weeklong courses  
 \$130.00 per member for non-affiliates for weeklong courses”

Motion is to be made at the Spring 2009 General Meeting.

CARRIED

**17. OTHER BUSINESS**

Motion: Louise Robinson/Kevin Scott

“NADC to support and fund Steven Storch’s campaign for CUPE BC General Vice President position with \$1500”

CARRIED

**18. GOOD & WELFARE**

Cindy McQueen addressed the members.

**19. ADJOURNMENT 12:48 pm**

**Next Meeting: EXEC. PROPOSED DATE:  
 Saturday, March 7, 2009 at 9:00am in Smithers**

## Appendix A

### 1. NADC West

- **Local 105** – Prince Rupert (municipal) – no report
- **Local 105-01** – Prince Rupert (library) – no report
- **Local 105-02** – Port Edward (village) – no report
- **Local 105-03** – Village of Masset, verbal report by Sylvan Daugert, plus emailed report as follows: Hello from Haida Gwaii. Out here, in Masset, we experienced the rainiest & dreariest summer since 1975. Our tiny sublocal of 6 has been having an uneventful summer. On the bright side, on the last go-round, it took us 23 months of acrimonious bargaining to achieve a Collective Agreement. However, this spring Al Gallupe managed to secure a new one for us in just 48 hours of negotiations. Our only outstanding issue of note is actually with the Municipal Pension Plan, who had been instructing our employer that "time off in lieu of overtime" was not pensionable. We hope to have this issue resolved soon.
- **Local 105-04** – Prince Rupert (Regional District – Skeena/Queen Charlotte) – no report
- **Local 113** – Farwest Coast Buslines, Prince Rupert - Smithers (transportation) – no report
- **Local 707** – Kitimat (library) – no report
- **Local 1804** – Stewart (municipal) – no report
- **Local 2020** – Queen Charlotte (school) – no report
- **Local 2052** – Coast Mountains (school) - verbal report
- **Local 2298** – Nisgaa' Schools – no report
- **Local 2365** – Lax Kw'alaams Band Council, Port Simpson – no report
- **Local 3234** – Dease Lake (school) – no report

### 2. NADC Central

- **Local 1570** – Smithers (municipal) – no report
- **Local 1570-01** Smithers (library) – no report
- **Local 1570-02** – Village of Telkwa– no report
- **Local 1570-03** – Village of Hazelton– no report
- **Local 1570-04** – Smithers (airport) – no report
- **Local 1632** – Vanderhoof – (municipal) – no report
- **Local 2012-01** – Terrace (municipal) – no report
- **Local 2012-02** – Terrace (airport) – no report
- **Local 2052-01** – Terrace (daycare) - Nothing to report
- **Local 2062** – Burns Lake (municipal) – no report
- **Local 2086** – Houston (municipal) – no report
- **Local 2145** – Smithers (school) - verbal report by Cathy Whalen, plus written report below:  
 In the spring of 08, the employer issued over 200 hours a week layoff notices for EA time for the school year 08/09. Just over 100 hours have been re-established for this school year 2008/09 this fall. We've also lost secretarial time. Members are reporting serious workload issues. Employer's reasons for the lost time in these sectors are being attributed to declining enrollment and historical over staffing. Although declining enrollment is a reality, we have gone from the 3 portables at our secondary school, that were brought in to deal with the closure of Chandler Park Middle School, to 8 portables at the secondary level, even though the original plan was to phase out the 3 portables in 3 years. We have also added 1 portable to an elementary school. The historical over staffing of EA's and secretaries comes from the districts formula's to determine hours for these employs. These formulas, we believe are not applicable as they are over 10 years old and the workplace has changed significantly in this time with workload increasing rather than decreasing. The District has started another Strong Start program in Houston, replacing the contracted out Jump Start program. In one case the Strong Start Co-coordinator is inputting data into ESiS. Superintendent reported that a second Strong Start program in Smithers is being looked into. Last spring, school district no 54 was ordered by WCB to develop a Health and Safety Plan. A plan was purchased from another school district, No. 23, and will be presented to

our site and district committee, and upper level management in Oct. 08. We have no active grievances at this time. Respectfully submitted by C. Whalen, President, Local 2145

- **Local 2409** - Northwest Community College (Queen Charlottes to Smithers) – no report
- **Local 3999-31** – Smithers (social services) – no report
- **Local 4177** – Nechako Lakes (schools) - 4 grievances heading to arbitration including Strong Start. With SSEAC funding, our local and the district have developed a comprehensive Continuing Education Credit program for EA's to acquire on Pro-d days. In addition, funding will be provided to applicants successfully completing the first term of CNC's EA Certification Program.

### 3. **NADC East**

- **Local 1048** – Prince George (municipal inside) – no report
- **Local 1048-02** – SPCA – no report
- **Local 1050** – Quesnel (municipal) - Nothing to report
- **Local 1699** – Prince George (regional district) – no report
- **Local 2167** – Fort Nelson (municipal) – no report
- **Local 2403** – Dawson Creek (municipal) – no report
- **Local 2403-01** – Dawson Creek (library) – no report
- **Local 2403-02** – Arras (Peace River Regional District) – no report
- **Local 2979** – Tumbler Ridge (municipal) – no report
  
- **Local 3052** – Chetywnd (regional district) – no report
- **Local 3706** – Mackenzie (municipal) – no report
- **Local 3799** – Prince George (university) - verbal report by Steven Storch
- **Local 4653** – Fort St. John (school) – verbal report and welcome to Fort St. John from Wally Mediema

## Appendix B

- **Anti-Contracting Out** – Cec Twombly – no report
- **CARD** – Pierrette LeClerc – no report
- **Education** – Margaret Carlson– no report
- **Environment** - Greg Donovan – written report read by Dave Rollo
- **International Solidarity – Vacant**
- **Library** – Vaunda Dumont, written report submitted
- **Municipal** – Bob Leclerc – written report submitted and verbal report provided
- **OH&S** – Lorraine Prouse– no report
- **Pay Equity** – Cathy Whalen – presentation
- **Pension** – Betty Walters – verbal report and written report provided
- **Political Action** – Heather Elliott – no report, Cindy McQueen spoke about the Political Action Conference.
- **Tech. Change** – Paula Cox – verbal report
- **University** – Gwen Lew – verbal report
- **Women's** – Barbel Schroeder – no report
- **Young Worker** – Anthony Holowachuk – verbal report by Dan Weiman
- **K-12** – Lorraine Prouse – no report
- **Transportation** – Mario Castelli – no report