

Local 76000 Annual General Meeting 2020 Minutes
November 26th, 2020
Online via PSAC Zoom meeting

Participation and quorum

A total of 138 members in good standing participated in the AGM. This far exceeded our needed quorum of 30% (about 57 active members).

Introduction

Local President Sean Burns called the meeting to order at 9:36am.

Sean highlighted the fact that today was the 5th anniversary of Local 76000 and that we have gone from confrontational discussions with the employer to having polite and constructive ones now. The fact that the AGM is being held during work hours and that the Town Hall was moved to another day demonstrate this change. There are still cases going through mediation and arbitration, but good progress has been made.

Thanks

Sean thanked David O'Brien and Michele Leone for their contributions on the Local Executive. They have made significant contributions with, for example, the memorandum of understanding regarding intellectual property and ethics, as well as the relocation matters for staff in the regions. He also thanked Paula Dignan, our regional representative from PSAC. He concluded by thanking Anne-Sophie Drouin and David O'Brien for their help in preparing the communications and documentation for the meeting.

Agenda

1. Approval of the minutes of the General Assembly of 7 March 2019
2. Presentation of the annual and financial reports
3. Motions tabled
4. Elections

Item 1: Approval of the minutes of the General Assembly of 7 March 2019

Sean moved to approve the minutes and Adrian Di Giovanni seconded. The minutes were approved.

Item 2: Highlights from 2019 annual report

Sean provided highlights from the past year including:

- Committees created by the collective agreement to promote dialogue are functional and these have improved understanding on a wide range of issues.
- Undertook review of employment-related issues of staff moving to and working in regional offices and discussed findings with management.
- Undertook dialogue with HR to minimize disruption due to COVID-19-related relocations and suspension of home leave.

Sean stressed the importance of having regional office stewards and the reasons why these positions were created in 2019. At the time, the Executive had noted that it was only hearing about some issues in the regional offices after one or two months. Since we have 25 days to file a grievance, this was often too late. It was also difficult to get clear information without having

point people to liaise with. It was also noted that there were shared issues among the various offices regarding relocations and visas.

- Greatly increased our communications and outreach to members
- Brought to a conclusion 30 of 39 outstanding grievances

Sean mentioned that there was a tremendous amount of time spent to resolve grievances. Since 2017, there have been about 20 grievances per year. There are three steps in a grievance process, as explained in the collective agreement. Members have sought guidance from stewards and PSAC on a wide range of issues. A chart in the annual report actually breaks down grievances by these categories: Anti-union Animus, Career Progression, Classification, Compensation, Human Rights, Performance/Discipline, and Staffing/Job Security.

Financial Report & Budget:

[LOCAL 76000 Financial Report 2020-2021](#)

Sean explained that the Local spent less than expected. We avoided having to buy a case management system and we were not in a position to hire casual help. In addition, some of the training was provided by PSAC.

PSAC is still working on getting our service agreement in place. The Local will get 15% and PSAC 85% which covers, for example, the arbitration costs (lawyers' time) and training sessions that are being revamped. By the end of December, a union basics course will be offered online and, starting in January, a course on anti-racism will be available.

Q&A period

Q: What do we do with the surplus accumulated? Is it put in the balance or in the strike fund?

A: It is added to the strike fund.

Item 3: Motions tabled

1. *Approval of 2019 Annual and Financial reports (with 2020-2021 Budget).*
This Assembly resolves to approve the 2019 Annual and Financial reports, including the budget proposed for 2020/21.
Proposed by Sean Burns, seconded by Madiha Ahmed. Passed unanimously.
2. *Set the schedule for AGMs to November.*
This Assembly resolves to set the schedule for AGMs to the month of November because of the delays introduced by the pandemic of 2020.
Proposed by Tricia Wind, seconded by Renaud DePlaen. Passed unanimously.
3. *Extend the terms of Secretary-Treasurer, Human Rights Officer, and President from February 2021 until November 2021.*
This Assembly resolves to extend the terms of Secretary-Treasurer, Human Rights Officer and President to coincide with the next AGM to provide continuity and support to the incoming officers.
Proposed by Avi Caplan, seconded by Roula El-Rifai. Passed unanimously.

Item 4: Elections

Before proceeding with the elections, Alex Silas (PSAC) stressed the importance of taking a seat at the table to discuss with the employer. He is pleased that we have been able to reach a balance and that we are moving in the right direction. He thanked the executive, members, and Paula, our PSAC representative. He added that there is a stronger movement in Canada and around the world. At the request the Local's executive, anti-racism will be discussed soon with PSAC. Alex reminded the attendees that when we unite, we can accomplish a lot. He concluded by encouraging members to get involved as stewards.

Alex explained elections process where he makes three calls for nominations "from the floor" per open position.

A few nominations were made for the Vice President, Regional Offices, but they were declined by the nominees. The last nominee was not in attendance so executive members will follow up with him.

Due to time constraints, elections for vacant stewards' positions will be done via email.

A nomination was made from the floor for the last vacant alternate position on the bargaining team. The nominee was taken by surprise and requested time to think about it.

- No position was contested.
- The following were acclaimed:
 - Hingman Leung: *Vice President*
 - Avi Caplan: *Health and Safety Officer*
 - Anne-Sophie Drouin: *Communications Officer*
 - Ruhiya Seward: *Shop Steward, MERO*
 - *For the bargaining team:*
 - Mano Buckshi
 - Sean Burns
 - Madiha Ahmed
 - Greg Hallen (alternate)
 - Hingman Leung (alternate)
- These positions are still vacant:
 - Vice President, Regional Offices
 - Chief Steward
 - Shop Stewards: LACRO, ARO, WARO, ESARO
 - One alternate member on the bargaining team

Note: Alex mentioned that these positions can all be filled by the executive by appointment.

Motion to adjourn the meeting was proposed by Sean Burns and seconded by Renaud DePlaen.
Meeting was adjourned at 10:35am.

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POST-AGM – Follow-up on vacant positions

After the AGM, Sam Oji Oti accepted his nomination as Vice President, Regional Offices, and was appointed by the Executive. Ruhiya Seward accepted her nomination as the Shop Steward for MERO. Chief Steward and 3rd alternate member of the bargaining team positions will stay vacant for now.