

TFEU Fall membership meeting
Thursday, November 30, 2017
Prior/Sutherland Boardrooms, BCTF Building

Chairperson: Charles Leung

Recording Secretary: Charles Leung

Quorum: Forty three (43) union members in good standing (where among eight (8) representing the Executive Committee) were present thus constituting a quorum to hold the meeting.

Call to order: Charles Leung called the meeting to order at 12:10pm

1. Adoption of Agenda

Charlotte Feldmann/Verna Warner

That the agenda be adopted as presented.

Carried

**2. Adoption of minutes of the previous membership meeting
(annual general meeting on June 28, 2017)**

Mary-Ellen Bullock/Nick Rennie

That the minutes of the last general meeting be adopted as presented.

Carried

3. President's Report (Peter)

TFEU President Peter Valbonesi discussed the topics outlined in President's Report that was circulated prior to the meeting to the membership. Peter provided an oral report on behalf of the Job Evaluation Committee and responded to questions from the floor including but not limited to the busy quarter, job evaluation benchmarks, grievances, sublocals, and new sublocal membership.

4. Treasurer's report (Kieron)

Treasurer, Kieron Drake presented the treasurer's report that was circulated via email prior to the meeting to the membership.

5. Committee reports

All committees that had information to report were submitted and circulated via email and regular mail to all TFEU members prior to the meeting.

• **Bargaining committee (Peter)**

Peter provided an oral report on behalf of the Bargaining Committee regarding a Letter of Understanding and formalizing Casuals performance evaluations.

• **Job Evaluation Committee (Peter)**

Peter provided an oral report on behalf of the Job Evaluation Committee during the President's report. Refer to 3. President's Report

- **Respectful Workplace Committee (Charles)**

Charles provided an oral report on behalf of the Respectful Workplace Committee and informed the membership that the committee is working with HR and the employer to formalize an all-staff mandatory respectful workplace training session in January 2018 to abide to the new WorkSafe BC regulations and have all-staff trained and up-to-date. The last all-staff training was held 2 years ago.

6. ~~Sublocal reports~~

~~Surrey Teachers' Association (Mamina)~~

Omitted

7. Accommodations (Peter)

Peter informed members of the current accommodations in place and that to address any workplace accommodation questions or concerns to the Union first prior to addressing to HR.

8. Trial periods for job postings (Peter)

Peter presented the employer's idea of trial periods for job postings where any employee posted into a continuing position can have the option of reverting back to their previously owned position within a limited time by either employee or employer initiated. Peter responded to questions, comments and concerns from the floor. Members suggested that discussion of this topic with the employer come to an end immediately.

9. Casual performance management (Peter)

Peter informed members that there is now a formalized procedure set in place for performance evaluations specifically for casuals, recognizing Casuals' work in different departments.

10. Motion to create Greater Victoria Teachers' Association (GVTA) sublocal

Liz Hines/Verna Warner

That TFEU creates a fifth sublocal constituting the support staff of the Greater Victoria Teachers' Association (GVTA)

Defeated

11. Internal hiring criteria (Peter)

Peter addressed HR's less than minimum posting practices that more postings where no internal candidates qualify should be posted following the less than minimum process that is already in place rather than immediately posting externally.

12. Other business

Liz Hines/Debbie Orban

That TFEU have lunch be provided for all general membership meetings including the annual general meeting

Carried

11. Adjournment

Liz Hines/Verna Warner

That the meeting be adjourned at 1:20 p.m.

Carried