

**TEACHERS' FEDERATION EMPLOYEES UNION**  
**WINTER GENERAL MEETING**  
**Tuesday, February 21, 2012**  
**Prior/Sutherland Boardroom, BCTF Building**

Chairperson: Kathleen Smith & Verna Warner

Recording Secretary: Whitney Burgess

The meeting came to order at 12:05 p.m.

**1. Agenda**

Kathy Powell/Sheila Jones

That the agenda be adopted as amended.

Carried

**2. Minutes**

Peter Valbonesi/Kathleen Smith

That the minutes of the last General Meeting (October 18, 2011) be adopted as presented.

Carried

**3. President's Report**

TFEU President Peter Valbonesi opened the meeting with an apology for the confusion surrounding BCTF management's proposal to rollover the TFEU contract. He then summarized his written report and singled out several committees to thank them for their ongoing work on behalf of the union. Committees are the life blood of the union. He also described a couple of new committees that will require volunteers: section 16 committee to work on issues around members on sick leave for longer than two years and a renewal of the organizational change/tech change committee as TFEU has not had good outcomes in these areas. Only a few grievances are in process. There should be much less contracting out as a more formal process has been set out which includes a form to record the consultation process between management and union. There have been many LTD claims to sort through. These, as well as liaison and mediation work go on daily, always looking for the win-win situation. A BCTF Liaison meeting will take place today. It has been difficult to schedule with FTTOs. The HR Liaison does happen every Tuesday.

**4. Treasurer's report**

Sheila Jones provided printed financial reports. TFEU is in a good position financially. Funds are mostly expended on grievances and legal costs.

**5. Committee reports**

Committee reports will be posted to the TFEU website. Pensions Committee went over the issues of the solvency deficiency issue of the pension plan. See the full pension report on the TFEU website for details. The Pensions committee will be interviewing for a new actuary this spring.

## **6. Bargaining Issues**

Peter Valbonesi opened discussion by describing three basic options: do nothing, accept a two year rollover, bargain. Charlie Naylor, bargaining committee described the bargaining process: it can be difficult. The union can gain, and lose. He suggested we be very cautious of a first offer, it is not the bottom line. It is not a good precedent. If we take the rollover offer – we're getting less than last year. It is a risk to go in to bargaining – there is no certainty, regardless, it is very dangerous as a union to accept rollover. The Bargaining Committee recommends the union reject the rollover. Discussion ensued describing the bad timing. We could lose more than we gain, there might be a small increase in pay but we could lose big time in benefits. The bargaining team reiterated they represent the members and are prepared to survey the members for their priorities. The meeting decided that a vote by secret ballot should be held March 8, 2012 between 1 and 2 o'clock with a membership meeting the hour prior for more discussion.

The original bargaining committee motion:

That TFEU reject the BCTF offer to rollover the contract for two years.

was amended to:

That TFEU members vote by secret ballot to be held March 8, 2012 to reject the BCTF offer to rollover the contract for two years.

## **7. Adjournment**

Calum Watson / Cory Anderson

That the meeting be adjourned at 1:55 pm.

Respectfully submitted,  
Whitney Burgess  
TFEU Secretary