

## President's Report 2015 AGM

As this year is coming to a close, I want to thank everyone who has done work for this union the past 12 months. Thanks to the TFEU EC, and especially Kathy, who have helped me serve our members. Thanks also to all of our committees for doing the same.

It's been a challenging year in many ways for our members as we had to work through the BCTF's strike and support its members. A result of that was uncertainty over the BCTF Budget and what that means for how the BCTF operates. Earlier in the year the message from the BCTF was somewhat doom and gloom, but now they expect to have a budget surplus and have a plan for the next few years to right their ship with minimal service cuts to their members. I talk about the BCTF Budget because it directly relates to the work that many of us do for the BCTF.

The BCTF has shown us that one of the ways in which they want to reduce spending is by reducing the number of staff. They are committed to avoiding layoffs and instead want to just not replace some staff as they retire. We lost one position this past year and the BCTF is considering 2.4 more positions be cut (1 in CCD, 1 in Info Services, and .4 in ISD). We are opposed to these cuts and I will be making a presentation at the June BCTF EC meeting to tell them that we are not okay with this.

Another issue that has come up is bonusing. A while ago I sent an email to TFEU members asking what effect the BCTF strike and/or the \$105M disbursement had on them. WE had quite a few responses and have had several discussions about this issue at our HR liaison meetings. We will be meeting with management one more time next week and will decide after that if there will be a grievance resulting from that. This does lead me into the grievance report as we currently have one grievance ongoing which is related to bonusing and just had its step one meeting. We also have another grievance related to another bonusing issue which will be filed shortly. So that is a possible 3 grievances related to bosnusing. We have no other grievances at this time.

We all recently had acceptable use policy training. The BCTF wants to have an agreement which either all staff or all new hires will be required to sign. I am on a joint committee with Kelly

Shields from UNIFOR and Una as the management rep. We will be meeting later this month to get details on that agreement ironed out.

Once again I want to thank you all for coming today and it's been a pleasure serving you all as president this past year. Maybe you'll see me up here again in a future year.

Thank you.