



ACTION ITEMS of the Board of Directors Meeting
January 28th, 2016 12:02 pm – 1:50 pm
City Hall Meeting Room C

1) Under Chairs Comments

The Chair wanted to honor Many Simhoni, he discussed her recent death in early January. The staff had been in contact with her caregivers during the days that followed her passing and flowers were sent on behalf of COTAPSA to her *Celebration of Life*. Flowers were also sent to both of Mandy's friends who cared for her and worked with G. Ciardullo and H. Nicolson-Morrison to arrange Mandy's LTD etc. A memorial announcement is also planned to be put in the upcoming association Newsletter.

2) Under Business Arising from Previous Meetings

UNDER EXECUTIVE DIRECTORS REPORT Dec 17th
Insurances – Benefits for Staff

Seek other broker – ED to look into.

E.D appointment with alternate insurance broker cancelled.

3) Under UPDATE as to other Labour Disruption information

It was concluded that there has been inconsistency of information at the various management training meetings. M. Major directed a COTAPSA Bulletin be sent out with updated information. H. Nicolson-Morrison and G. Ciardullo to prepare a protocol on when to call COTAPSA should members have an issue during a labour disruption.

4) Under the Executive Directors Report – Nov 26
Lunch and Learns -

S. Hughes suggested a Lunch and Learn on identifying/recognizing stress. Staff to investigate.

5) Under Recruitment work: Part 1

Some Board members cited concerns about the proposed Amnesty Program. M. Major said the decision has been made. He directed a Bulletin to all active non-union employees warning that COTAPSA's cannot represent them if not a member.

An overall Recruitment Plan will be provided to the Executive at their next meeting.

6) Under MOU

The E.D has planned out who supports COTAPSA with the MOU. M. Major added that working with Navigator that E.D to prepare a Motion for Council support.

7) Under Membership Report with Division Breakdown

The E.D asked staff to monitor members which signed a 5-year commitment and make sure they do not opt-out.

D. Altman requested a report on members from each department and update/report twice a year. Staff will prepare it, be ready in a month.

8) Under other Business

IT

D. Altman raised a change within I&T that was brought to his attention confidentially regarding stand-by. It appears each department has a unique way in dealing with this. There needs to be a standardized way of handling this and he suggested staff contact I&T COTAPSA members and discuss.