

'In Camera' Minutes of the Board Meeting

March 23rd, 2016

12:32 pm – 2:15 pm

City Hall Committee Room 4

Executive Directors Report continued...

- Meetings with other provincial non-union associations (Report handed out at the meeting)



March 15 Data
gathering for MOU.

E.D went over notes from the two meetings held in March with CANUE and City of Waterloo Staff Association.

It was flagged that it is important to note COTAPSA does not want to be a union. Association Lawyer has previously provided report on why we can't unionize.

- Update: Navigator and MOU (Handed out at meeting)



APS.09_Framework
key messages_V4_lp.



APS.09_Framework
Motion_v3_lp_d.doc

The hand outs were provided as a reference.

M. Major mentioned the framework is ready to be move forward to the City's Executive Committee. He, with the E.D, had met with Councillor Thompson in late 2015, and the Councillor was very positive in his comments. M. Major has contacted the Councillors E.A and requested he put the Motion forward. The Motion is being reworded and there is a suggestion that Councillor McMahon be approached to second the Motion.

City HR/COTAPSA meeting

HR Officer

Minutes with additional items handed out during meeting.

Response to our letter to Peter Wallace regarding non-union compensation was received from Kerry Pond (new HR E.D), who put the item on the March City

HR/COTAPSA meeting. The City HR/COTAPSA meeting took place on March 17th.

HR Officer went over:

- 1) Non-Union Compensation - HR staff would not share the suggested COLA amount but alternately asked COTAPSA what they thought it would be.
- 2) Kilometrage Reimbursement while on Standby - HR staff said mileage expense is a non-taxable benefit. E. Fearon strongly thinks otherwise, G. Ciardullo to re-confirm.
- 3) Review of Bereavement Leave Policy – Comparison chart shared with Board as shared with City HR staff. Board to further discuss.

G. Ciardullo left meeting (2:00 pm). H. Nicolson-Morrison continued.

- 4) Orientation for new non-union employees: Provision of information regarding COTAPSA – Kerry Pond was requested to supply a COTAPSA membership form to new non-union employees.

The E.D referenced her comments to City HR staff on slow response time between the two groups.

It was asked that the Board review minutes on their own. If they have questions, they are to direct to G. Ciardullo.

10. Membership Report with Division Breakdown Executive Assistant

As of March 21st, - 12 new members, two inactive, two opt-outs, and one terminated.

Total membership is 1655.

Membership Division Totals (to be prepared/presented every 6 months)

Per request from D. Altman at a previous Board meeting, E.A presented a report indicating membership division totals up to March. It was noted that the majority of membership is in Cluster A, with the majority of members from Employment & Social Services (175 members).

MOTION: To Rise and Report. (E. Fearon/J. Volk) Carried.