

SCHOOL DISTRICT NO 34 – TEAMSTER LOCAL 31

FEBRUARY 5, 2015 – MEMBERSHIP MEETING – ADTA HALL

MEETING MINUTES – 1:00pm and 6:30pm

BUSINESS REPRESENTATIVE – ARLENE MUNOZ REPORT

Grievance Report – JCR grievance for District change to JCR Committee assigned rate of pay close to being settled.

ERIP Grievance – if no settlement reached will proceed with Step 3.

EA Limited – not included in the pay raise enjoyed by all other EA employees.

District has failed to meet the timelines in this grievance. The Union continues to press for answers to their position on this issue.

Bus Drivers/Weekly Indemnity Hours – District is reporting the “guaranteed” hours instead of the required “regular” hours. The Union and the District to meet and resolve the issue.

JCR Update – The Daytime Custodial JCR has been completed. This group of employees have been successful in their JCR with an upgrade to their wage. I encourage all other department groups to submit JCR for their positions also. The District is currently working on pay equity/updated job descriptions for the Clerical department.

Bargaining Update – Teamsters Local 31 has filed a complaint at the Labour Board that School District 34 and BPSEA have violated the Labor Relations Code. Any decisions by the Labour Board will be conveyed to the membership on this website.

Teamsters Pension Plan Seminar – The Teamster Pension Plan will be holding seminars on March 24th at the Abbotsford Local 31 building. A “general” session will be given as well as an informational session for members who are looking at retirement within the next couple of years. Pre-registration is required by calling 1-888-478-8111.

Good and Welfare (1:00pm)

Information given that the District is not adding bargained pay increases as per the Collective Agreement to JCR awards. A Munoz will verify and address with the District.

Member reported that they were required to have fingerprints taken when updating their Criminal Record Check. Member also informed that 1 in 4 members will be required to have this done and prints will become property of the Police Dept. Cost of the process is \$90+ A Munoz to address the District on issue suggesting that payment arrangements be made between the District and APD directly.

Good and Welfare (6:30pm)

Jaret Wiebe presented a Notice of Motion – subject: Teamster National Pension Plan

Secretary-Treasurer, Richard Van Grol ruled the motion out of order as any changes to the Pension Plan was a Contractual issue. Also noted that there were approximately 80+ out of 800 employees in attendance and that this was not a proposal meeting.

Bylaw 23, Rules #11 and 12 of the Rules of Order of Teamsters Local 31's Bylaws were read out by J Wiebe.

The Motion was ruled out of order again by R Van Grol and stated that the issue would be taken forward for consideration.

Member J Jarvie cited Bylaw 23, Rule 11 of the Teamsters Local 31 Bylaws and put forward an "Appeal to the Chair"

Bylaw 23, Rule 12 of the Teamsters Local 31 Bylaws was then followed thereby allowing the membership in attendance to vote on the appeal to overrule the Chair.

The vote was unanimous to overrule the Chair thus allowing the Motion put forward to also be voted. The Notice of Motion was given by J Wiebe, seconded by L Hamil. The vote was all in favor and none opposed.

The Motion was carried.

J Wiebe thanked Gail Johnston – Administrator of the Pension Plan for attending and stated that as he sees it, the problem is not about the administration of the Plan but on the structure – the members only want to look at other pension options.

Member – current retirees should not have been effected – offensive – why weren't the members asked if we'd take the hit?

G Johnston – the active members would have seen a 20.5% hit instead of 9%
D Cooper/Teamster Pension trustee informed the members that the Superintendent was asked for a one year grace period which was given. Both retirees and active members are stakeholders and must share the pain when necessary. Other plans have unfunded liabilities that are much higher. UPS and Purolator pension plans deal with only one employer where our Plan is multi-employer. The mortality rate went up from 70 years one to almost 90 and the Plan was forced to cover the added years. All pensions are dealing with the same issue.

Member – The Plan is funded by the employer – our wages are lower – our pension is not secured/no guarantee. How did you reduce liabilities?

Gail J – it was all in the letter sent to the membership.

T Montgomery – want the minutes taken by a Union rep assigned to do so and sent to all the members personal emails.

R Van Grol – The minutes are posted on the Teamster website.

TM – I want a recorder for the next meeting.

Dave C – I've been in that chair. You're looking for a recording secretary – it's better to have a rank and file member taking the minutes. You keep saying "the Union" – you need to remember that you are the Union.

TM – I'm here to participate. You should have an assigned person as the recording secretary.

R Van Grol – we are using the Teamster portal – we (someone from the Union) will take the minutes.

J Wiebe – I agree with your statements on Pensions. In 2009 a 15% contingency fund was set up and not being counted toward contributions – how long with that continue and what is it being used for?

Dave C – If the motion continues you should ask both sided that question.

G Johnston – All pension plans have a custodian – the monies are payable to RBC from the employer. The 15% forms part of the Plans overall assets.

J Wiebe – For how long?

G Johnston – the Plan is in better shape than it's ever been. In 2016 if the Plan is fully funded and in good shape the Trustees will have a job to do. The contingency fund could be looked at – the retirement age of 67 could be looked at.

J Wiebe – Return went from \$18 to \$15 but with the 15% contingency it is down to 12.5%.

G Johnston – for a three year period then reassessed.

J Wiebe – is there a chance of a 100% bump in 2016?

G Johnston – the Trustees will look at everything.

J Wiebe – the SD34 benefits survey results have never been given to the membership.

A Munoz will request the information from the District.

Member stated that high emotions stem from the timing of the Pension notice. The notice was sent late December – received January 3 and effective January 1. We would like better notice – the beginning of December would have been better.

Leslie Carter and Maureen Thompson volunteered to ensure that one of them would be available to take minutes at the Membership meetings.

D Rock – thanked Gail Johnston, Dave Cooper, Richard Van Grol and Arlene Munoz for their work on the member's behalf.

Meeting adjourned at 8:15pm

Wednesday, February 4, 2015

Notice of Motion:

- (A) I move that within 90 days and prior to a ratification vote on any new contract, all School District 34 Support Staff be provided with detailed information on both the Teamsters' National Pension Plan (TNPP) and the Municipal Pension Plan (MPP), including information pertaining to the benefits, funding status, and governance of both plans.
- (B) This information is to be presented by official representatives from both pension plans, in an auditorium setting on two separate occasions, in order to allow all Support Staff working various shifts to attend, and should be preceded by the mail out of information packets provided by the official representatives which should also be available at the presentations to take home for future reference.
- (C) Within 30 days of these presentations, all School District 34 Support Staff are to be given a choice by way of voting, either to remain in the Teamsters' National Pension Plan, or to join the Municipal Pension Plan.
- (D) The wording of the question to be voted upon should clearly state this is not a vote to change membership in the Teamsters Local 31 union in any way, nor will the vote affect membership in the Teamsters' Benefit Plan. It should also state the results will not affect members' ownership of already accrued pension benefits in the TNPP.
- (E) Voting shall be by mail in ballot, and be decided by a simple majority of returned ballots. Ballots shall be mailed to and counted by KPMG Accounting, or alternate third party agreed to by the union and members.
- (F) If the members' vote is in favor of remaining in the TNPP, the existing plan will remain.
- (G) If the members' vote is in favor of joining the Municipal Pension Plan, the union will, as soon as possible and in good faith, on behalf of it's membership, begin negotiations with School District 34 for the purposes of having them join the Municipal Pension Plan, under the following framework;
- (a) If possible, existing members wishing to remain in the TNPP would be permitted to do so under a "grandfather" clause, and members who are not eligible to join the MPP, or who would not become vested prior to age 65 would be allowed to remain in the TNPP under the existing agreement. All other members will have their employer contributions to the TNPP cease, and will become members of the MPP.
 - (b) If the exceptions in the preceding paragraph (a) cannot be successfully negotiated, then all members will join the MPP if eligible and employer contributions to the TNPP on behalf of those members will cease.
 - (c) All future support staff hires by School District 34 will be required to become members of the Municipal Pension Plan if eligible.
 - (d) During negotiations, employer contributions to the TNPP will continue to be made under the existing agreement, so as to not disrupt benefit accrual.
 - (e) After negotiations to join the MPP are complete and the agreement has been ratified, employer contributions to the TNPP on behalf of members who are switching to the MPP will cease to be made once their membership in the MPP is established.

MOVED BY: JARET WIEBE

SECONDED BY: