Minutes of the Executive Committee CUPE 2424

**Date:** February 9, 2017

**Present:**

Zone 3: Erenia Oliver

Zone 4: Laura Barrow

Zone 5: Greg Aulenback

Zone 6: Margaret McLeod

Zone 7: Renee Lortie

Zone 8: Stephan Biljan

President: Pam Griffin-Hody

VP Internal: Leslie MacDonald-Hicks

VP External: Andrew Squires

Recording Secretary: Tracey Wright

Chair, Grievance Committee: Valentina Leon

Chair, Communications Committee: Jerrett Clark

Chair, Health & Safety Committee: Gaston Taylor

**Others:**

Archie Guidedog

**Absent:**

**Regrets:**

Treasurer: James Simpson

Zone 1: Alberto Alcazar

Zone 2: Kim Heuff

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| **MOTIONS AND INFORMATION****\*NOTE: First hour of meeting spent delivering candygrams to offices\*** | **ACTION** |
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| 1. **Approval of the Agenda**

(12) Motion to approve agenda: M. McLeod/L. BarrowCARRIED  |  |
| 1. **Minutes of January 12, 2017 and January 26, 2017**

(13) Motion to approve the minutes of January 12, 2017: L. MacDonald-Hicks/M. McLeodCARRIED(14) Motion to approve the minutes of January 26, 2017: L. MacDonald-Hicks/E. OliverCARRIED |  |
| 1. **Matters Arising**

**3.1. Education**Doodle poll results indicate that all EB members are interested in attending a workshop on harassment. The date and location are to be determined.The list of courses in the Ottawa area will be added to the V: drive. The steward learning series courses are in Ottawa in May, and all are encouraged to consider taking topics of interest.1. **New Business**

**4.1. Martha Attridge Bufton – Pension Update**Martha’s report is as follows:* The pension committee voted to accept the 2016 valuation on Monday, February 7, 2017.
* The committee reviewed all assumptions, on both a solvency and going concern basis.
* The plan shortfall on a solvency basis is $224M (so the plan is funded at 83.1% on this basis).
	+ The university has qualified for the next round of solvency funding relief.  This means that the university will make interest-only special payments for three years, and then the shortfall will be amortized over seven years.
* The committee voted to accept the following going-concern assumptions:
	+ Use of smoothing for asset valuation;
	+ Discount rate - 6.1%;
	+ Assumed increases to the YMPE/ITA - 3.0%;
	+ Pensionable earnings increase - 4.5%;
	+ Mortality rates - 90% of CPM2014 Public Sector Table with projection using CPM-B
	+ improvement scale;
	+ Retirement rate - age 65;
	+ Termination rates - Age related table.
* The going concern shortfall is $80.1M
* We have several new members on the committee including Michel Piché, the new VP (Finance and Administration), Angelo Mingarelli (CUASA, active members) and Manfred Beinefeld (CUASA, retirees). As such, the committee is having educational meetings on a range of topics including governance. Jeremy Forgie is the lawyer from Blake, Cassels, and Graydon, who works for the university on endowment and pension issues. He presented to the committee on governance issues and regulations in the fall. Materials that were presented to the committee are available. His perspective on governance, particularly fiduciary duty, is worth noting.

**4.2. By-Laws**(15) Motion to approve changes to the 2424 By-Laws, as presented: L. MacDonald-Hicks/M. McLeodCARRIEDWe need to give members sixty days’ notice of the date of the general meeting to approve changes to by-laws. **4.3. Building a Stronger Local – Halifax – April 3-6**There is no agenda yet for this workshop-based conference. Names of attendees to be confirmed. At this point, Pam and Jerrett wish to attend.(16) Motion to send two people to the Building a Stronger Local conference, to be held in Halifax, April 3-6, 2017, at the approximate cost of $2,000 per person: L. MacDonald-Hicks/M. McLeodCARRIED**4.4. Manager, Labour Relations**Interviews were held on Monday for the three short-listed candidates for the position formerly held by Colleen Boucher. The heads of the three non-academic unions were invited to meet the applicants; Pam gave a brief summary of her impressions of each of them. 1. **Bargaining 2017 - defer**

**5.1. Bargaining Basics Workshop – February 4….March 6 or 20****5.2. CUPE 4600****5.3. Bargaining Proposals – March 6 or 20**1. **Annual Plan 2017**

Drafted at the Retreat on February 4, 2017. To be added to agenda as a standing item.1. **Executive Board Reports**

**7.1. Internal VP: none****7.2. External VP: none****7.3. Treasurer: none****7.4. Chair, Grievance Committee: none****7.5. Chair, Communications Committee: none****7.6. Chair, Health and Safety: none**1. **Zone Officer Reports/Initiatives: none**
2. **Other Business:**

Today’s door-to-door sale of candygrams was successful.  |  |
| **10. Adjournment**Meeting adjourned at 1:00 p.m.Minutes respectfully submitted by Tracey Wright on February 13, 2017. |  |
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**Next Meeting: Thursday, March 9, 2017**

**PARKING LOT:**

1. CUPE 2424 and Truth & Reconciliation Report
2. Zone Officer Lunches