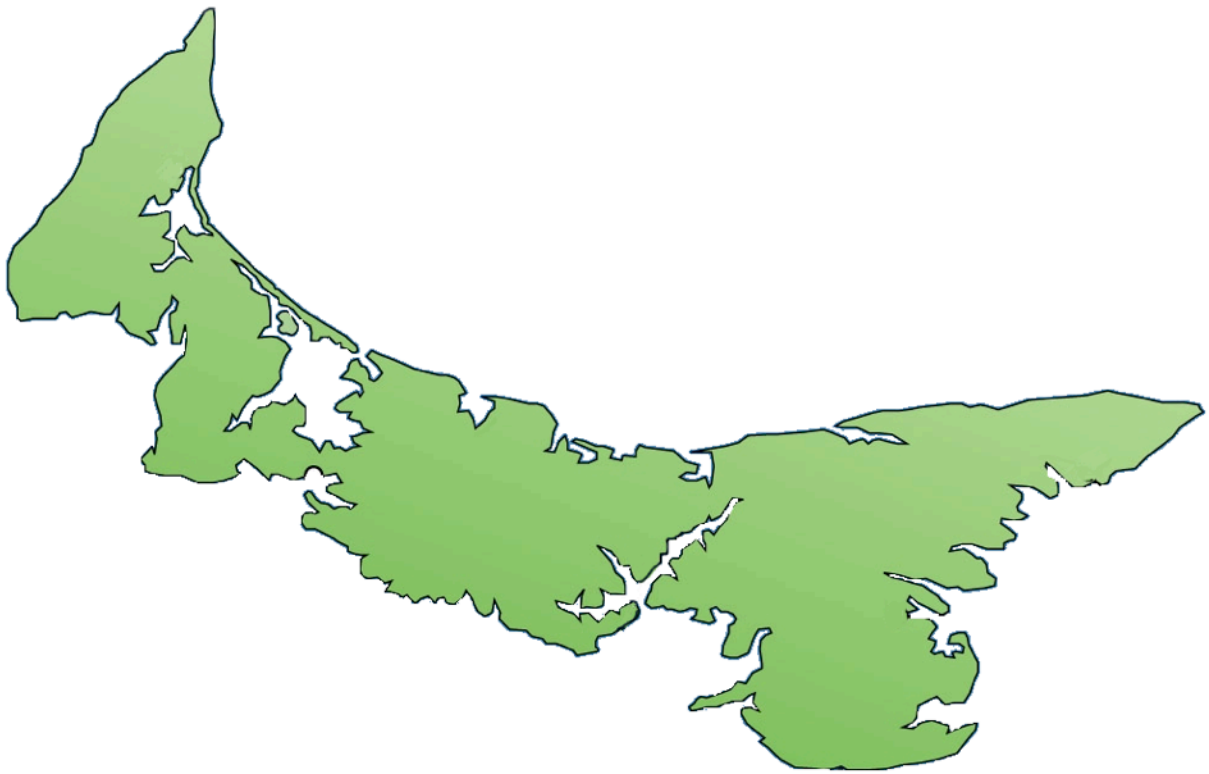


**CUPE LOCAL 3260**  
**ANNUAL BUSINESS DAY**  
**2010**



**CREDIT UNION PLACE**  
**SUMMERSIDE, PE**  
**MAY 7TH, 2010**

**Any topics or areas of concern can be addressed at this meeting, so please inform Vice Presidents via e-mail, fax or phone prior to Annual Day.**

**PEI Educational Assistants and Youth Service Workers  
CUPE Local 3260  
Annual Business Day  
Credit Union Place  
Summerside, PE  
Friday, May 7th, 2010**

Our Annual Business Day will be held at Credit Union Place located in Summerside, PE on Friday, May 7th, 2010. All copies of reports will be available online @[www.cupe3260.ca](http://www.cupe3260.ca). There will be no reports read unless requested except financial pages. We are asking that all members read the reports prior to the meeting and have questions and or comments ready to be discussed when the reports are being adopted. Our intent is to allow sufficient time for new business and discussion. If a hardcopy of a report is requested by a member please contact your area Vice-President.

Sign in sheets will be made available for credential purposes. New members will be required to fill out a Local 3260 enrollment card. A fee of \$5.00 will be charged, so please come prepared to pay this amount. There will be a specific table for new members to do this and then they are asked to register for credentials purposes.

This year we are going to have a Casual Dress Down Day. All proceeds will benefit the CUPE Local 3260 IWK Childlife Trust Fund.

\*Please refrain from wearing scents!

\*Please be advised that foods served at the nutritional break cannot be guaranteed peanut/nut free. We thank Johnsons Insurance for providing funding for our nutritional break.

We look forward to seeing you on Friday, May 7th, 2010.

**CUPE Local 3260 Executive**

President Stacy Delany

Recording Secretary Marion Hendrickson

Treasurer Linda Jones

VP Kathy Ballum

VP Trudy DesRoche

VP Marlene Hunt

VP Shawna Quinn

**Local 3260 21st Annual Meeting  
May 7th, 2010  
Summerside, PE**

- 8:30 - 9:30** Registration
- 9:30** Welcome  
Introductions  
Announcements  
Moment of Silence  
Welcome from CUPE PEI President Milo Murray  
Amendments to Agenda  
Adoption of Agenda  
Obligation of New Members  
Equality Statement  
Code of Ethics  
Minutes of Previous Meeting  
Business Arising from Minutes of Previous Meeting  
Credentials  
SNAP  
Bursary Draw  
Presentations
- 10:30** Nutritional Break
- 11:00** Elections  
  
Treasurer - 2 Year Term  
Trustee - 3 Year Term  
  
Bylaws & Resolutions  
New Business
- 12:00** Lunch
- 1:15** Credential Report  
Continue New Business  
Local 3260 Committee Reports (All reports to be moved and seconded en bloc)  
Adjournment

**Minutes of CUPE Local 3260 20<sup>th</sup> Annual Meeting**

**Friday, May 1<sup>st</sup>, 2009**

**Three Oaks Senior High**

**Summerside, P.E.**

President Delany welcomed all members to the meeting.

President Delaney made introductions of the Head Table.

President Delany made members aware of Announcements.

CUPE PEI President Milo Murray brought greetings to CUPE Local 3260 members and wished that we would have a productive and positive AGM.

Linda Jones and Marion Hendrickson led the members in a moment of silence accompanied by a candle lighting in remembrance of deceased CUPE members.

There was one proposed amendment to the Agenda – that the members have a 1 and one half hour lunch break. This was defeated.

Pension Alternate Representative was added under Elections as an amendment of the Agenda.

President Delany moved **“for the Adoption of the Agenda as amended.”**

Seconded by Karyn Noble.

Motion carried.

Marion Hendrickson Recording Secretary read the Obligation of New Members and welcomed these new members into Local 3260.

Trenna Burke and Tyler Larter read the Equality Statement.

Walter Davison read the Code of Ethics.

Marion Hendrickson moved **“the Minutes of the Previous Annual General Meeting be Approved as circulated.”**

Seconded by Walter Davison.

Motion carried.

Business Arising from the previous Annual Meeting: Nil

### **SNAP**

Linda Jones introduced the committee to members. They are as follows: Debby Hughes, Mona Yammine, Susan Gordon, and Karen Howatt. The committee gave the members an information sheet outlining details of this program as well as a verbal explanation of their intentions with the program.

Debby Hughes moved “**for the Adoption of the SNAP Report.**”

Seconded by Ann MacDonald.

Motion carried.

Discussion ensued over the SNAP Program. Traci Campbell put a motion to the floor to have a revote on the SNAP Program.

Seconded by Kenny Stanley.

Motion denied.

Marlene Hunt suggested that the legal aspect of deducting funds from members' income would have to be investigated.

### **Pilot Projects**

President Delany spoke on the many meetings she and unit VP's have had over the last year regarding Work Place Assistants and Student Attendants. She told members that our contract now has language that will protect us against new such Pilot Projects and that we will use this language against the Pilot Projects.

### **Bursary**

Bursary Committee members conducted the draw for the 12 CUPE Local 3260 Bursaries that would be handed out. The names drawn were:

### **Western Membership:**

Christopher Richard **son** of Bev Richard

Jordan Proffit **son** of Lisa Proffit

Lynn Doucette **daughter** of Heather Doucette

Kari Knox **daughter** of Kim Knox

Bruce Knox **son** of Kim Knox

Chad Arsenault **son** of Tammy Arsenault

**Eastern Membership:**

Stephanie Keoughan **daughter** of Debby Keoughan

Devin Harper **son** of Darlene Harper

Samantha Hughes **daughter** of Debby J. Hughes

William Johnston **son** of Gail Johnston

Neil Fraser **son** of Diane Bell-Fraser

Frederick Jay **son** of Patricia Jay

**Congratulations To All Recipients**

Discussion ensued after the Bursary Draw took place. Angela Smith made a motion to change the policy of the present guidelines so that all names go into one general pot and drawn as opposed to being divided by units.

Seconded by Jennifer Jenkins.

Motion defeated.

Lori MacKay made a motion for the committee to look at the number of the bursaries that are awarded and perhaps change the number from 12 currently awarded.

Seconded by Lorna Mullin-Gaudet.

Motion carried.

## **Credentials Report**

Marion Hendrickson moved “**for the Adoption of the Credentials Report: Western and French Members 105, Eastern Members 182 and 1 Guest for a total of 287 voting delegates.**”

Seconded by Brenda Deagle.

Motion carried.

## **Presentations**

President Delany called on all members who sat on any CUPE Local 3260 committee to come forward to the Head Table in order to be recognized for their efforts in front of fellow members. Then each committee member was given a thank you card with a message that a donation was made in his or her name to the CUPE Local 3260 IWK Child Life Trust Fund. The membership applauded these members for their dedication.

## **Nutritional Break**

### **Elections**

Elections took place with CUPE PEI President Milo Murray. Voting followed with the following positions being filled:

#### **President for a 2-year term:**

Nominated Stacy Delany

Stacy Delany Elected by Acclamation

#### **Recording Secretary for a 2-year term:**

Nominated Marion Hendrickson

Marion Hendrickson Elected by Acclamation

#### **Pension Representative for a 3-year term:**

Nominated Yvonne Higgins

Nominated Janice MacIntyre

Yvonne Higgins Successful candidate through ballot process

#### **Pension Alternate for a 3-year term:**

Janice MacIntyre by Acclamation

**Trustee for a 3-year term:**

Nominated Pauline Clark

Nominated Ann MacDonald

Ann MacDonald Successful candidate through ballot process

Walter Davison made a motion to destroy the ballots.

Seconded by Sophie Mac Neil

Motion carried.

Stacy Delany, Marion Hendrickson, Yvonne Higgins, Janice MacIntyre and Ann MacDonald accepted their respective offices by taking part repeating the Oath of Office led by CUPE PEI President Milo Murray.

**By-Laws and Resolutions**

**All By-Laws and Resolutions were moved and seconded by the By-Laws and Resolutions Committee.**

**By-Law Amendment # 1**

Submitted by Local 3260 Eastern Membership

**Section 3**

- (a) Regular membership meetings shall be held at least once every four (4) months during the school year. The Vice-President may call additional meetings

**Amendment:**

- (a) **In lieu of membership meetings information will be distributed to members via email and web page. If a vote needs to be taken prior to an annual meeting each school will have a representative who will collect votes from each member and put them in a sealed envelope and then pass it on to the area Vice-President.**

Motion of Non-Concurrence

Motion Defeated

**By-Law Amendment # 2**

Submitted by Local 3260 Eastern Membership

**Section 3**

(d) The Annual General Meeting shall coincide with the PEITF Annual Business Day and shall be held in a different geographic location from that of the October P.D.Days.

**Amendment:**

**(d) The Annual General Meeting shall coincide with the PEITF Annual Business Day and be held in Summerside. While the October P.D. Days shall be held in Charlottetown and or close proximity and coincide with the PEITF Convention.**

Motion of Concurrence

Motion Carried

**By-Law Amendment # 3**

Submitted by Local 3260 Membership

**Section 3**

**(e) (New) No other professional development shall be scheduled the same day as the Annual General Meeting.**

Motion of Concurrence

Motion Carried

**By-Law Amendment #4**

Submitted by Local 3260 Eastern Membership

**Section 12**

(e) (bullet two) decide the location for the October Professional Development Days in the best interest of the membership in consultation with the Executive

**Section 12**

**(e) the location for the October Professional Development Days be held in Charlottetown and/or close proximity.**

Motion of Concurrence

Motion carried

### **By-Law Amendment #5**

Submitted by Local 3260 Eastern Membership

#### **Section 12**

##### **(f) By-Laws and Resolution Committee**

This committee shall consider all proposed amendments to the By-Laws and shall submit its' report and recommendations to the Executive by the middle of March of each year. This committee shall also recommend such additional rules, as it deems necessary for the conduct of the Local.

#### **Section 12**

##### **(f) By-Laws and Resolution Committee**

This committee shall consider all proposed amendments to the By-Laws and shall submit its' report and recommendations to the Executive by the middle of March of each year. This committee shall also recommend such additional rules, as it deems necessary for the conduct of the Local. **The Executive shall submit all proposed amendments to the membership.**

Motion of Concurrence

Motion Carried

### **By-Law Amendment # 6**

Submitted by Local 3260 Western Membership

#### **Section 12**

##### **(g) Group Insurance Trust Committee**

This committee shall consist of two (2) members for a five (5) year term who will act as Trustees in representing the interest of the Local with respect to life, disability, accidental death or dismemberment, medical health

care, or medical services of any kind. The Trustees shall give a report on the status of the insurance plans at the annual meeting. There shall be one (1) member elected from the East, and one (1) member elected from the West at the annual meeting.

Friendly Amendment – Add French School Board

## **Section 12**

### **(g) Group Insurance Trust Committee**

This committee shall consist of two (2) members for a five (5) year term who will act as Trustees in representing the interest of the Local with respect to life, disability, accidental death or dismemberment, medical health care, or medical services of any kind. The Trustees shall give a report on the status of the insurance plans at the annual meeting. There shall be one (1) member elected from the East, and one (1) member elected from the West at the annual meeting.

**Two Trustees shall be elected by Local 3260; one person representing the Eastern School Board and one person representing the Western School Board for a five (5) year term. Election will take place at the Annual business Day Meeting every 5 years. Trustees are eligible for re-election at the end of their term. Any Trustee may resign as Trustee by giving thirty (30) days written notice to the Trust Committee Chairperson.**

**Preparing minutes and reports sent to the Executive Representative.**

**(Executive Representative for the committee will be chosen by the Executive after the Annual Business Day)**

**Executive Representative will notify Insurance Trustees of the Executive meetings and will take information given by the Trustees to the meeting (once Executive has approved report Executive Representative will send it to be posted on the Webpage and notify Insurance trustees it has been approved)**

**Insurance Trustees will answer questions members may have and if unable to provide an answer contact the appropriate people for the information.**

**Any questions, concerns or changes must be sent to Insurance Trustee in writing before Trust Committee Meetings.**

**Trustees are required to become familiar with all aspects of the Trust through Education and related conferences.**

**Insurance Trustees can send information out to members or have the help of Vice-Presidents. This can be an agreement between the people involved.**

**Preparing annual Report for Annual Business Day will be written in November as this is when the other 3 Education Sector Locals have their Annual Business Day.**

**November's Report will be submitted in May with any recent updates.**

Motion of Concurrence

Motion Carried

**Lunch**

**Credentials**

Marion Hendrickson **“moved for the Adoption of the Credentials Report – Western and French Members 86, Eastern Members 113 for a total of 199 voting delegates.”**

Seconded by Crystal Murray.

Motion carried.

Treasurer Linda Jones announced that \$152.16 was collected via the Casual Dress Day for the SNAP Program.

**New Business:**

- CUPE 3260 discount cards are currently being sourced out and will be distributed upon completion.
- President Delany and Vice Presidents' of respective units did meet over the year regarding Storm Day Policy. Meetings went well with French and Western School Board officials. After meeting with the Eastern School District additional time will be required – first with 3260 Negotiation Committee members then with officials of the ESD again as the interpretation clause may be pulled as we possible may need to reopen this Article.
- There have been many meetings held in the ESD regarding small school closure. President Delany commended all members who were

- able to attend the meetings in various locations throughout the ESD. CUPE PEI has launched a campaign entitled, “RACE” which is an acronym for Rural Alliance Coalition for Education. They held a press release on Monday, April 27<sup>th</sup>, 2009 in Charlottetown. President Delany read a related memo to the members regarding the recent press release. She cited that the campaign launch was successful and that radio, newspaper and television ads would be forthcoming.
- President Delany spoke about the letter she received from ESD Superintendent of Education Sandy MacDonald regarding the anticipated impact of the 2009/10 school closures on CUPE 3260 members. In this letter Mr. MacDonald confirms that there would be no lay-offs of existing permanent Educational Assistants or Youth Service Workers. However, later communications suggest that there exists a Plan A and Plan B situation depending on school closure. Therefore, President Delany is in the process of meeting with Mr. MacDonald to discuss this along with the other Education Sector Local Presidents. President Delany read the letter of understanding to members.
  - Several members noted that in respect of any decision of the ESD on small school closures and its impact that some CUPE 3260 members are employed by the Eastern School District and we respect their decision.
  - Member Janet Bradshaw encouraged members to support their students in the activity of track and field.
  - It was requested that during Local 3260 Annual Convention that no other business be allowed.
  - Member Gloria Buckle spoke from the floor wishing to revisit the salary vs. wage issue. Discussion ensued over what occurred at the last round of negotiations. President Delany urged members to tell their Vice Presidents re: this issue that when it’s time to take proposals to the table make sure the Negotiations Representative knows how strongly you feel.
  - A motion was put forward at that time that – the incoming Negotiation Team contact CUPE researcher Raymond Legere to get numbers of what it would mean regarding receiving salary vs. wages then have members come to a general meeting to receive and discuss the information.

Seconded by Janet Bradshaw.

Motion defeated.

- There was a question from the floor regarding the date of the 2009 Floating Holiday. The proposed date is June 30<sup>th</sup>, 2009. Information to follow from each respective school board.

**All Local 3260 Committee Reports were moved and seconded en bloc by Executive**

**As there was no further business CUPE 3260 Annual General Meeting 2009 was adjourned.**

**Respectfully submitted,**

**Marion Hendrickson,**

**Recording Secretary**

**CUPE Local 3260**

## **Presidents Report**

It is with great pleasure I report to the membership of Local 3260 once again!

It has been another challenging, yet rewarding year for Local 3260. As of March 2010 the number of members in our Local continues to grow, this is exciting, strength comes in numbers.

The executive committee and all committee members of Local 3260's eight standing committees continue to work together advocating for all 380 plus members of the Local.

The activism also continues to grow within our local! We have many members that sit on Local committees, Provincial Committees and National Committees. We have members that are also CUPE member facilitators and CUPE Member Organizers.

We would like to commend the many members that have come forth island wide this year to stand up for their rights when they felt they rights were being infringed upon. It takes courage to come forth, we do appreciate that courage and want you to know that you not only make a difference for yourself but you also set a president for all members in CUPE Local 3260. We have succeeded in many issues that we have addressed this year in all areas of the island.

Our membership continues to take advantage of the Union Development Schools that are sponsored by CUPE monthly; there has not been a school on PEI that CUPE Local 3260 member has not been in attendance. We have noticed more and more members putting their name forth for Union Development Schools. These schools are listed on our Locals website at the beginning of the school year, we encourage all members to review the schools and if you have any interest at all please forward your name on to your area VP. Members who have attended schools have provided the executive with a report on their experience at these schools; these reports are also posted on the Local's web site. We are very fortunate to have three of our own Local members as CUPE member facilitators, Sister Lori MacKay, Sister Karyn Noble and myself.

We continue to work positively and productively with the other three CUPE support staff Locals, Locals 1770, 1775 and 1145. The education sector local executives meet twice per year to collaborate and work together on initiatives that benefit all CUPE Education Sector Members. As a group we have had the opportunity to meet with the Minister of Education and Minister of Finance twice this past year to discuss some of our issues and concerns. Some of the topics brought to the table were our Education Sector Pension Plan, talks of one school board, Kindergarten transition, inclusion and pilot projects.

We have faced many challenges this year and continue to face some of those challenges.

The Workplace Assistant and Student Attendant positions continues to be on ongoing battle, but we are continuing to address this issue and will continue to address it until we are satisfied with the outcome and work of our bargaining unit is being done only by members of our bargaining unit.

We have been involved in the transitions of Kindergarten into the school system. We have had representation on the Professional Development Working Group and the Special Needs Students Working Group put in place by the Department of Education. We have also been communicating with the Department of Education on a regular basis via face to face meetings and correspondence in regards to special needs kindergarten students coming into the system.

CUPE members really pulled together to provide support to the Haiti relief situation! CUPE members on PEI made donations of thousands of dollars that was matched by the government. CUPE National made a donation of \$100 000.00 that was also matched by the government. We were proud to be a huge part of that with our local making a \$500.00 donation.

Since 2004 our Local has donated \$7354.50 to the IWK, a community reception was held on November 18<sup>th</sup>, 2009 at the Rodd Royalty Inn, CUPE Local 3260 was recognized at this reception for its contribution. Shawna Quinn and Marion Hendrickson attended on behalf of Local 3260. These donations came from dress down days at PD days and at our annual business days, as wells as in lieu of gifts donations being made in committee members and guest speaker's honour.

This year our collective agreement expires, you negotiation team has started their work and look forward to another successful round of bargaining.

Local 3260 working relationship with the three boards/district has been an area we have been working on for many years; it continues to be a very positive and respectful relationship for the betterment of all parties involved.

The local continues to utilize its web page for a main source of communication. The web page is updated regularly to keep all members of Local 3260 up to date of the events and business of the local. We do realize that not all members utilize computers, your require hard copies information posted on our web page please let you Area VP know.

Attached is a list of activities I have taken part in on behalf of Local 3260 in the past year.

I truly thank you for the experiences and opportunities you have provided me by electing me as President of Local 3260. I continue to put 100% effort into representing Local 3260 and look forward to another year of working with you to move forward as a local!

## **Presidents Report**

### **List of Activities 2009-10**

- May 5<sup>th</sup>, 2009                      Negotiations Preparation  
   Executive Meeting
- May 11<sup>th</sup>, 2009                      CUPE PEI Planning and Priorities Committee  
   CUPE PEI Division Meeting  
   Education Sector Ad Campaign Committee
- May 13<sup>th</sup>, 2009                      Grievance/Arbitration Meeting  
   Meeting with Human Resource Association  
   Education Sector Meeting with National Officers  
   CUPE PEI Division Convention
- May 14<sup>th</sup> and 15<sup>th</sup> 2009              CUPE PEI Convention
- May 20<sup>th</sup>, 2009                      East Member meeting with East VP  
   CUPE Health Associated Infections Tour Presentation
- May 21<sup>st</sup>, 2009                      Meeting with Superintendent of Eastern School District  
   Eastern School District Duty to Accommodate Meeting  
   Eastern School District Labour Management Meeting
- May 22<sup>nd</sup>, 2009                      Meeting with Pat Mella – Kindergarten Report  
   Education Sector Pension Meeting
- May 25<sup>th</sup> – 27<sup>th</sup>, 2009              National Child Care Working Group Committee Meetings
- May 28<sup>th</sup>, 2009                      East Area Meeting
- May 29<sup>th</sup>, 2009                      Small School Closure Meeting

- June 1<sup>st</sup>, 2009                      CUPE Office, meeting with East member
- June 2<sup>nd</sup>, 2009                      Local 3260 Executive Meeting
- June 10<sup>th</sup>, 2009                      Holland College, Human Service Program – MANDT
- June 11, 2009                      CUPE Office meeting with two East members  
Meeting with CUPE Researcher, regarding Education Sector Pension Plan
- June 12<sup>th</sup> and 13<sup>th</sup>, 2009              Political Action Conference, Moncton, NB
- June 15<sup>th</sup>, 2009                      Western School Board Meeting – Brenda Miller
- June 17<sup>th</sup>, 2009                      Western School Board Assignment Process
- June 22<sup>nd</sup>, 2009                      CUPE Office, Eastern School District Assignments
- June 24<sup>th</sup>, 2009                      CUPE office, meeting with East member  
ESD grievance meeting
- June 29<sup>th</sup>, 2009                      CUPE PEI Division Meeting
- July 21<sup>st</sup>, 2009                      CUPE Office, meeting with East member - grievance  
Meeting with West members – grievances
- July 28<sup>th</sup>, 2009                      Meeting with Glen Edison, Department of Education  
Regarding Kindergarten Transition
- July 30<sup>th</sup>, 2009                      CUPE Office meeting with East member  
Meeting with East member – grievance
- August 6<sup>th</sup>, 2009                      Western School Board – grievances

- August 7<sup>th</sup>, 2009                      CUPE PEI Division Meeting
- August 11<sup>th</sup>, 2009                      Special Needs Working Group – Department  
Of Education – Kindergarten Transition
- September 8<sup>th</sup>, 2009                      CUPE Office Education Sector Pension meeting  
with CUPE Researcher
- September 9<sup>th</sup>, 2009                      Meeting with Minister of Education and Minister  
of Finance regarding Education Sector Pension  
CUPE PEI Division Meeting  
Meeting with East VP's regarding WA/SA positions
- September 10<sup>th</sup>, 2009                      Local 3260 Executive Meeting
- September 11<sup>th</sup>, 2009                      Special Needs Working Group – Department of Education  
Kindergarten Transition
- September 15<sup>th</sup>, 2009                      Special Needs Working Group – Department of Education  
Kindergarten Transition  
CUPE Local 3260 Education Committee Meeting
- September 24<sup>th</sup>, 2009                      National Convention Delegates Meeting
- September 28<sup>th</sup>, 2009                      Pension Workshop, Charlottetown Hotel
- September 29<sup>th</sup>, 2009                      Western School Board Labour Management Meeting

Meeting with Western School Board members –  
grievances

- October 3<sup>rd</sup> – 10<sup>th</sup>, 2009 CUPE National Convention – Montreal
- October 15<sup>th</sup>, 2009 CUPE Local 3260 Executive Meeting
- October 26<sup>th</sup>, 2009 CUPE PEI Division Meeting
- November 2<sup>nd</sup>, 2009 Eastern School District grievance meeting
- November 10<sup>th</sup>, 2009 CUPE PEI Division Meeting
- November 19<sup>th</sup>, 2009 Local 3260 Executive Meeting  
Education Sector Presidents Meeting
- November 26<sup>th</sup>, 2009 Education Sector Meeting  
Meeting with East members, CUPE office
- December 2<sup>nd</sup>, 2009 Education Sector Presidents Meeting
- December 3<sup>rd</sup>, 2009 All Presidents Meeting – Cornwall  
Local 3260 Youth Service Worker Meeting – CUPE Office
- December 8<sup>th</sup> and 9<sup>th</sup>, 2009 Arbitration – Charlottetown
- December 15<sup>th</sup>, 2009 Meeting at school with member – East
- December 17<sup>th</sup>, 2009 Local 3260 Executive Meeting  
Western School Board Meeting with member
- January 3<sup>rd</sup> – 15, 2010 Cdn Labour Congress Labour College – Cornwall, Ont

- January 21<sup>st</sup>, 2010                      CUPE PEI Division Meeting  
Education Sector Presidents Meeting
  
- January 22<sup>nd</sup>, 2010                      Education Sector Pension Meeting with  
CUPE Researcher and Pension Committee
  
- January 25<sup>th</sup>, 2010                      Local 3260 Executive Meeting
  
- January 26<sup>th</sup>, 2010                      East meeting with members – CUPE Office
  
- January 28<sup>th</sup>, 2010                      Western School Board Labour Management
  
- February 2<sup>nd</sup>, 2010                      West members – grievances
  
- February 3<sup>rd</sup>, 2010                      Meeting with East member – CUPE office
  
- February 4<sup>th</sup>, 2010                      Easter School District meeting with members
  
- February 5<sup>th</sup>, 2010                      Western School Board Meeting – grievances
  
- February 8<sup>th</sup>, 2010                      Local 3260 Executive/Annual Business Day Meeting
  
- February 9<sup>th</sup>, 2010                      Meeting with West member
  
- February 19<sup>th</sup>, 2010                      Local 3260 Negotiations Committee Meeting
  
- February 20<sup>th</sup>, 2010                      CUPE PEI Division Meeting
  
- February 22<sup>nd</sup>, 2010                      CUPE Local 3260 Executive/ Annual Business Day Meeting  
Summerside Area Meeting
  
- March 5<sup>th</sup>, 2010                      Free Collective Bargaining Summit – Summerside



Local 3260 Executive/Annual Business Day Meeting and  
tour of Camp Gengeoff

Respectively Submitted,

Stacy Delany

## **Recording Secretary Report**

It has been an extremely busy year for CUPE Local 3260 Executive. As Recording Secretary I am aware of the volume of work that exists from year to year. Our local's website is constantly being updated so members can access it and have up to date information as quickly as possible. I am responsible for the newsletters that follow executive meetings as well as the Minutes taken at executive meetings. I urge all members to utilize this resource as much as possible. As well as having CUPE 3260 information we are connected to various sites that are also quite useful.

I am the Executive Representative for the Bylaws and Resolutions Committee. I continue to be further educated with the process involved in this part of the union and have been thrilled to have a great team of committee members who diligently keep the work up to date!

I continue to sit on the PR Ad Committee as a member of the Education Sector on Prince Edward Island. I enjoy being part of this interesting group of other education sector workers. I have attended all Education Sector meetings this year.

The role of Recording Secretary continues to evolve and the workload has certainly increased. CUPE 3260's website is one such instance of our evolution as a union and it is quite effective in communicating information quickly and efficiently to members. Visit it often!

Respectfully submitted,  
Marion Hendrickson  
Recording Secretary  
CUPE Local 3260

## **Treasurer's Report**

The year 2009 was my first year to use the electronic version of the CUPE ledger. At year end there were some bugs discovered in the system and hopefully CUPE National has made changes and improvements for the upcoming year. You will find there are not as many listings for committees or other items and therefore there may be larger totals in the "other committees", "other" and "misc" columns. I can give a breakdown or brief description at the annual meeting if so requested.

One area where costs increased this past year is conventions and conferences. We sent two members to an Education Sector conference in Regina. We sent three delegates to National Convention in Montreal. We had members attend a P3 rally in New Brunswick and filled the ten credentials we had for CUPE PEI Annual Convention. It is felt that while we are financially able to participate in these events, we should do so to remain current in how we take care of business.

Another area where expenses have risen is in grievances. The amount reported this year is mainly due to meetings (mileage, meals, child care and substitute wages). Some were held to determine whether or not a grievance would be filed, while others were held to file and hear the grievance. Though a number of them were filed only one has gone to arbitration. The cost of this will only be reflected in the 2010 report.

Costs of CUPE Schools continue to rise as we are able to register and send members upon their requests provided space is available in the school/workshop.

As our membership number continues to rise, (380) so does our income. We were able to transfer \$5,000.00 to our Savings Account (Shares) twice during this fiscal year for a total of \$10,000.00. This will definitely be a great asset to us as we go into our next round of negotiations. We also hope to purchase some new equipment to keep up with the ever increasing workload to meet the needs.

The trustees and I met twice over the year to complete the six month and year end audit. They found the books of the local to be in good order. I would like to thank them for their patience in going through the process once again with a new program. Their hard work is very much appreciated.

The year as Treasurer has been a busy one. Along with maintaining the financial records, I had the privilege of attending the National Convention, CUPE PEI Annual Convention, and PEI Federation of Labour. I participated in a Pension workshop, Occupational Health and Safety workshop and attended all the Executive meetings. I also serve as my area rep for By/Laws and Resolutions committee and am looking forward to being the rep on the new negotiating committee. Though it requires time and commitment, I truly enjoy being a part of it all and am grateful to have the opportunities. I hope I can continue to learn and be able to bring the knowledge and information back to the members. I thank my fellow executive for all their support over the last year. I am only one voice and I am lucky to be part of a great team.

As reported last year the financial report will be handed out at the annual meeting as opposed to the webpage. Should anyone require a copy in advance please e-mail me and I will either send you a copy via e-mail or through the postal system.

In Solidarity,

Linda Jones, Treasurer

## **Western V.P. Report**

Your Western VPs thank you for the opportunity to be your representatives. At Executive meetings and Labor Management we have addressed issues brought forward by members. We ask members to keep us informed so Local 3260 can work for you.

Throughout the year we have attended Executive Meetings, Labor Management, Annual Business Day, Education Sector Meetings, CUPE PEI Annual Convention and CUPE Workshops.

Trudy has officiated as Executive rep. For the Education Committee and Kathy has served as Executive rep. for Group Insurance Committee and Pension Committee.

Unit meetings were called in respective areas to provide members with union information, to hear any issues, have discussions on issues. We encourage members to check the Local's website as the Executive continues to use the site to get information out to the members as well as e-mail.

We have seen an increase in positions in June and during the school year. This year we had three grievances that have been settled.

A big THANK YOU goes to members who have served on Local 3260 committees. Provincial and Western Education - Brenda Deagle and Anne Fitzgerald; By-Laws and Resolutions – Linda Jones and Bernice Arsenaault; Bursary – Brenda Deagle and Karyn Noble; Group Trust Insurance – Adele Ryan.

We appreciate the support the Western School Board gives to each member of Local 3260.

To our fellow Executive members we say thanks for your support, friendship, commitment, and dedication. Thanks to the members for their support through the year.

(Words from Trudy) It has been my pleasure to serve as Unit VP of Unit 2&5. I would like to thank everyone for their support, and trust over the last 10 years. It has certainly been a wonderful experience for me and I wish Karyn Noble all the best as your new Unit VP.

Respectfully Submitted,

Kathy Ballum, Trudy Desroche

## **East VP Report**

It has been another good year. Thank you to all the members of Local 3260.

This year we have attended Labour Management meetings, Executive meetings, CUPE Education Sector meetings, Principals Meeting, CUPE PEI convention, CUPE schools, and National committee meetings.

We would like to thank all our members that served on committees this year. Yvonne Higgins, Pension Rep, Janice MacIntyre, Alt. Pension Rep, Joy Sentner and Shelley Thompson-Burhoe, Bylaws and Resolutions Rep, Carolyn Vandaele, Group Trust and Negotiations Rep, Kenny Stanley, YSW Negotiations Rep, Debby Hughes, Trustee and SNAP committee Rep, Mona Yammine, SNAP committee Rep, Donna Crane Sergeant At Arms and Bursary Rep, Chris Hopkinson, Trustee, Pam Clements and Kelly Watts, Education Reps, and Ann MacDonald, Trustee.

We would like to thank the executive and Marcos Salib, CUPE Rep, and Stacy Delany, Acting CUPE Rep, for all their support, friendship, and professionalism, over the past year.

We look forward to serving as VPS for Local 3260 this coming year.

Respectfully submitted  
Shawna Quinn and Marlene Hunt Area VPS

## **Bursary Report**

Once again the former units each received three bursaries of five hundred dollars each.

The winners were:

Area 1 Lynn Anne Doucette  
Kaitlin Gaudette  
Christopher Richard

Area 2 Chad Arsenault  
Karri Knox  
Bruce Knox

Area 3 Devon Harper  
Stephanie Keoughan  
Samantha Hughes

Area 4 Fredrick Jay  
Neil Fraser  
Keenan Johnson

The bursary members are Shawna Quinn Executive Rep. , Shelley Burhoe , Donna Crane , Karyn Noble , Brenda Deagle.

We met on April 21/09 and again on October 7/09.

The drawing for the 2010 winners will be on our meeting May 7/10

Submitted by  
Shelley Burhoe Area 3 Rep.

## **By-Laws and Resolutions Committee Report**

Our Provincial By-Laws committee met on March 8, 2010 at the CUPE Office. All committee members were present Marion Hendrickson, Bernice Arsenault, Linda Jones, Shelley Thompson-Burhoe and Joy Sentner. Prior to this meeting each individual held a meeting in their former units to gather changes that the members wanted in the By-Laws. This meeting brought forth only three amendments to the by-laws which were submitted by both Eastern and Executive.

Thank you from all committee members.

Submitted by: Joy Sentner

## Compassionate Fund Committee Report

The Compassionate Fund was to be established by the members of Local 3260 to support one another in times of need. Union members were to pay a \$1.00 per pay fee and would be able to access the fund when experiencing serious health conditions or natural disasters.

The concept of the fund was first introduced to the membership at the 2008 Annual General Meeting when Linda Jones made a motion to the members that each CUPE Local 3260 member donates \$1.00 per pay “for members in time of trouble.” At this time it was known as the SNAP Program. The motion was carried.

Members to sit on the committee were requested and Debby Hughes, Mona Yammine, Susan Gordon and Karen Howatt volunteered. Linda Jones agreed to act as the Executive member. These committee members met several times throughout the year and attempted to bring this concept to a working reality. An information sheet for members along with a request for funds form were presented to members at the 2009 Annual General Meeting. The membership voted in favor of proceeding with the Compassionate Fund.

Linda Jones brought the work of the committee to the Executive and the Executive sought legal council. The advice of our legal council is not to proceed and the committee agreed that the establishment of the fund would be put on hold. It is the feeling of the committee that it would not be prudent to go against legal council and proceed with the Compassionate Fund.

At this point, the committee would like to take the legal opinion back to the membership for a final decision.

Respectively Submitted,

Compassionate Fund Committee

CUPE Benefits Trust Committee

Local 1145

CUPE Benefits Trust Committee

Local 1145 \_ Transportation Group

Local 1770 \_ Administrative Support Group

Local 1775 \_ Property Maintenance Group

Local 3260 \_ Educational Assistants

~ The committee members have met three times in the past year to discuss and monitor the plan.

~ Effective April 2010 members seen an increase in rates.

~ We welcomed Anne Ramsay of Local 1145 back at our December meeting.

Joanne Perry has resigned as Trustee. We thank her for all that she has offered our committee. Dianne Mackenzie will be replacing Joanne until Local 1770 has their annual business day.

~ Members continue their educational conferences when they become available.

~ LTD has been negotiated in for Locals 1145, 1770, 1775 effective September 2009.

~ The Benefits Trust Committee had an independent audit of the books completed. This audit will be done on an annual basis.

~ Mission Statement and Investment Policy were signed by Trust Committee members. Information on Sobeys/Lawton's Discount card was mailed to all members for discounts on prescriptions and front store merchandise. This discount does not cover groceries.

~ The details of our plan are outlined on our website at [www.mybenefitplan.ca](http://www.mybenefitplan.ca)

\*\*\*PLEASE NOTE\*\*\*

Remember to read notices provided by Johnston's on updates and coverage changes.

Committee Members:

Local 1145: Ann Ramsay, Pat Morrison

Local 1770: Cathy Carragher, Dianne MacKenzie

Local 1775: Roger Richard, Roy Villard

Local 3260: Carolyn Vandaele, Adele Ryan

Employer Reps: Lisa Kinnear, Paula Annear-Collings

CUPE Servicing Rep: Stacey Delaney, Mercer Rep: Peter Buntain

Respectfully submitted,

Adele Ryan

## **Negotiation Annual Report**

Your Negotiation Team has met twice before this annual business day. We developed the contract proposal and distributed it to all members. We reviewed the proposals and developed a survey from the information. The survey has been sent out to the membership. The results of this survey will give your Negotiation Team an idea of what are the important issues. We will be also holding two information sessions, one in Summerside and one in Charlottetown, to inform the members of the negotiation priorities. It is highly unlikely that we will be meeting with the Employer before the end of this 2009/2010 school year. Your Negotiation Team has attended two CUPE schools on Bargaining. These CUPE schools have prepared us to represent you during Bargaining times. We look forward to representing you.

Sincerely Your Sisters and Brother,

Stacy Delany, Karyn Noble, Linda Jones, Marlene Hunt, Carolyn Vandaele and Kenny Stanley

Annual Meeting  
CUPE Local 360  
May, 2010

The Pension Committee has been very busy, working on your behalf. We have had a number of meetings, some which were two day meetings.

Phillips Hagar and North have been our fund manager for the last number of years. They have not been able to meet the performance targets we have set for them so , in August, the committee, had presentations from four other investment firms. After careful consideration, and based upon their philosophy and investment returns, the committee decided to choose Letko Brousseau as our new fund manager.

As most of you are aware, since our last annual report the investment markets have continued to spiral downward, impacting our pension plan. This has been a concern to not only committee members, but to government. As our employer government is pushing the committee to provide them with a funding strategy. In other words government wants in writing what the committee plans to do when our plan is underfunded, or in a surplus position.

The CUPE members sitting on the Pension Committee , asked the chair to approach government seeking financial assistance. The circumstances facing all pension plans is most unusual, and government has already made contributions to the CSSA plan.

The response from government was not favorable, so CUPE committee members suggested to Raymond Legere the CUPE representative that he get the presidents of each Local to request a meeting with government. The discussion between union and government is still ongoing.

Regardless, of the outcome of these talks the fact remains our pension plan remains underfunded, and we will have to deal with this deficit at some

point in the near future.

Our supplementary plan remains with Sun Life, and remains invested in whatever option you have opted for.

At the time of this report we remain in a "limbo" state waiting for a response from government. The Pension Committee has meetings in April, at which time I feel we can expect answers from government. If changes occur I will make every effort to keep you informed.

I completed an intense three day course from Humber College on Pension Plans and Trustee Development. This was an excellent course and provided a great deal of information.

I have enjoyed working on your behalf, and encourage you to contact me if I can be of any assistance to you.

Thank- you

Yvonne Higgins  
Pension Representative  
Local 3260

## **Trustee Report 2010**

The trustees met in Charlottetown on November 14, 2009 and March 6, 2010 for our six month and year end audits. We found that proper financial controls are in place and being used. The ledger, the Statement of Income and Expenses, and monthly Bank Reconciliations have been completed properly and funds invested properly. All accounts were audited and balanced to year's end date.

We thank and compliment CUPE 3260 executive for their proficient business practices. Furthermore we recognize Linda for her continued hard work as our Union Treasurer. We are lucky to have her Record Keeping System and congratulate her skills which were apparent to the ease in which our meetings were handled. She is a joy to work with and a true professional. Thank you, Linda.

Trustee Committee is composed of:  
Chris Hopkinson – completing his third year term  
Debby Hughes – one year to finish her three year term  
Ann MacDonald – two years left on her three year term

Respectively submitted by:  
Chris Hopkins  
Debby Hughes  
Ann MacDonald

## **Provincial Education Committee Report**

The Professional Development days were held at Colonel Gray High School on Oct. 15 & 16, 2009.

We started with social and refreshments both mornings from 9:00 - 9:20 with fresh fruit, tea, coffee and water set out. At 9:20, we had Welcome & Announcements.

On Thursday, we had Keynote Speaker Lloyd Mallard in the a.m. with concurrent sessions in the afternoon. On Friday, we had concurrent sessions in the a.m., then Keynote Speaker Eddie Tuduri (TRAP) in the p.m.

For our concurrent sessions we had:

- 1) Nutritionist - Amanda Rodgerson
- 2) Drug & Alcohol - Kevin MacKinnon
- 3) Lana MacIsaac - Computer Program for Special Need Children
- 4) P.A.R.T.Y - Prevent Alcohol & Risk Related Trauma in Youth

All sessions & keynote speakers went over well. We received a lot of great comments and suggestions from other members. Thank you for your suggestions. We as the committee did read and discuss each one.

We did not have flu shots this year because of H1N1.

Our Dress Down Days went to MADD one day and Camp Gencheff the other, along with collecting and selling our recyclables each day which also went to both MADD and Camp Gencheff.

This year we had a number of planning meetings which we all put a lot of work into.

Our Committee Members are:

Unit 1: Brenda Deagle

Unit 2 & 5: Anne Fitzgerald

Unit 3: Kelly Watts

Unit 4: Pam Clements

Executive Rep: Trudy DesRoche

We are now in the process of planning our 2010 Professional Development Days.

Professional Education Committee

# Western Education Report

This year, the Western District Committee had some changes of dates because of the situation with H1N1. We ended up having our First Aid/CPR on December 4, 2009.

All members also have had refresher course for Crisis Intervention.

Education Committee Members are:

Brenda Deagle, Ann Fitzgerald, Tami Arsenault, Trudy DesRoche and Board personnel Brenda Millar.

Western Education Committee

## **East Education Report**

Over the past year members had a chance to get a refresher course for their First Aid and C.P.R. in June and February. The two day Non Violent Crisis Intervention was offered to our members in October. Also in February, members had the opportunity for the first time to receive the one day refresher course for Non Violent Crisis Intervention. These workshops will be continued to be offered next year.

Our November P.D. Day had to be cancelled because of H1N1. It will be rescheduled for April 9. We had a chance to meet with the ESD to discuss our agenda for our April P.D. Day. We felt this was a positive meeting and would encourage this to happen on a regular basis.

We have enjoyed our year, and would like to thank the members for their support. If anyone has any suggestions for upcoming professional development please pass them along.

Respectfully submitted,

Kelly Watts

Pam Clements

Education Reps