



## ADMINISTRATIVE AND SUPERVISORY PERSONNEL ASSOCIATION

### ANNUAL GENERAL MEMBERSHIP MEETING

Thursday, April 28, 2016

241 Arts

2:30 pm (Call to Order)

### MINUTES

207 Members were in attendance.

**1. Call to Order**

Dawn Giesbrecht, ASPA President, called the meeting to order.

**2. Adoption of Minutes**

- Annual General Meeting, April 29, 2015

**MOTION:** that the minutes of the Annual General Meeting held April 29, 2015 are approved.  
Jay Shanahan / John Costa *Carried*

- General Meeting, January 20, 2016

**MOTION:** that the minutes of the General Meeting held January 20, 2016 are approved.  
Derek Andrew / Peter Krebs *Carried*

**3. Business Arising from the Minutes**

Nothing was brought forward.

**4. Election of Officers 2016 – 2017**

- The following people filed a nomination form prior to the General Meeting:  
Lisa Bagonluri  
John Costa  
Brock Egeto  
Sheila ffolliott  
Karen Onishenko
- The call was made three times for additional nominations from the floor, there being none the motion was made for the nominations to cease.

**MOTION:** that nominations cease  
Derek Andrew / Paola Chiste *Carried*

- The above listed people were declared elected by acclamation.
- The Executive will decide as to who will fill the four three-year term positions and who will fill the one one-year term position.

## 5. **President's Report**

Dawn Giesbrecht, ASPA President provided the following report in addition to the report posted on the ASPA website:

- EAP – the service provider is being changed effective June 1, 2016. The new name will be Employee and Family Assistance Program (EFAP).  
Concerns with new provider as it is a US based company, but will use local counselors. Concern with peoples' privacy. Information on the servers would be minimal, name, issue and contact information. Other information would be housed with the counselor. Be aware to make an informed decision. More information will be forthcoming. The servers will be Canada. The unions fought to make sure the servers would be Canada based.
- Service Design and Delivery  
This continues; we do get some regular updates from HR. The first phase of the first wave will come through July 1st. It will predominately effect Human Resources. We are not sure of all the changes. Jobs will change and changes in some areas. If you have concerns, please contact ASPA.
- Surveys  
The most recent survey was on the bargaining.  
ASPA has a plan to do some on going surveys on various topics. The next survey will be the annual census, which is scheduled for May. This will be to gather information as to who the members are and how to understand our membership. This will be of assistance to bargaining.  
From there we will have 8 one-minute surveys over the next several months.
- Supervisors  
The government changes in the Saskatchewan Employment Act around supervisors comes into effect tomorrow.  
Supervisors are not to be in the same bargaining unit as those they supervise. The university has an option to grandfather and have us all stay together. They have indicated they will not.  
If you have not completed the survey on supervisors, would you please do so.  
We do not know what percentage of the job should be classified as "supervisory".  
Is the supervision of the direct reports or just all those that are there?  
We are trying to get a feel for the percentage of the membership.  
What if an ASPA member is only supervising CUPE members?  
We are hoping it will be through discussions to determine what positions go where. They could take us to the Labour Relations Board.  
We have supervisory in our name, could we all not be in the same union whether we supervise or not?  
So far the survey results are: 71% have said they are not supervisors, 21% say yes they are supervisors and 7% say they do not know.  
The Criteria Matrix determines the family and the phase.  
ASPA is considering what would be the best options. We will let you know more when we have more information to share.
- Service Awards  
These are being handed out.  
This is the first year for the service award recognition.  
Awards not picked up today can be picked up after May 10th, please contact the ASPA Office.  
Thank you to the long service award people.
- Thank you was extended to the ASPA Office staff – Darcy and Annetta.

**6. Treasurer's Report**

Sheila ffolliott presented the financial statement (distributed at the door) with the following comments:

- Long-term investments have been increasing over the year.
- Advertising was the cost of rally.
- Wages are down as Annetta working reduced hours.
- Budget presented for information, similar to previous years.
- Net operating showing a decrease but this is not happening as 50% is in operating and 50% into contingency. We are not running on a deficiency. We are still good.
- Diversifying our investments.
- Interest rates are low for the GIC's.
- The plan is to keep 70% in GIC's – escalator GIC's can be taken out on the anniversary date. Put some in mutual funds. The company is yet to be selected. We will be doing this based on third party information.
- If you have questions, please email them and we will check it out.

**MOTION:** to accept the audited financial statement  
Sheila ffolliott / Jay Shanahan

*Carried*

**7. Questions on the Committee Reports**

No questions were brought forward.

**8. Thank you to the Negotiating Team**

The members of the Negotiating Team were thanked for the hard work they did in getting a new collective agreement and were presented with a gift of appreciation.

Negotiating Team members were:

- Ken Glover
- Dawn Giesbrecht
- Paola Chiste
- Chloe Corcoran
- Darcy Hryn
- Annetta Gellner

**9. Thank you to the retiring Executive Members**

Some are retiring, some are returning and some we will not let go.

Thank you extended to:

- Pirita Mattola – served as an Executive Officer and Executive member. She was the ASPA representative on the EAP Board and the Occupational Health Committee.
- Paola Chiste – long-serving member on the ASPA Executive as Member-At-Large, Executive Officer, President-Elect, President and Past-President. Paola will continue to serve on the Research Committee and the Scope Committee.

**10. Introduction of the 2016 – 2017 Executive**

The members elected by acclamation – Lisa Bagonluri, John Costa, Brock Egeto, Sheila ffolliott and Karen Onishenko will join the remaining Executive members who are Dawn Giesbrecht, Jay Shanahan, Patrick Dice, Peter Krebs, Sara Horseman, Aaron Bird and Andrea Smida to comprise the 2016-2017 ASPA Executive.

**11. Motion to destroy the ballots**

Not needed as no vote took place.

**12. New Business**

Up coming events – the Brown Bag Lunch will be on May 11<sup>th</sup> with the topic “Work Hours Plan”.

**13. Adjournment**

The meeting was adjourned at 3:23 pm.

***Everyone is invited to attend the social in the Private dining room at Marquis Hall immediately following the meeting.***