



**ADMINISTRATIVE AND SUPERVISORY PERSONNEL ASSOCIATION
ANNUAL GENERAL MEMBERSHIP MEETING
Tuesday, April 28, 2020
Zoom Meetings
2:00 p.m. (Call to Order)**

The University agrees to allow ASPA members time away from their duties to attend this meeting. Arrangements should be made within your department to minimize disruptions.

Present: Curt Larson (Chair), Angeline Hainstock (Admin), Darcy Hryn-Bird (Admin), and 189 members present.

1. **Call to Order** – The Chair called the meeting to order at 2:06pm with 147 members
A moment of silence was held for the men and women lost on the job in Saskatchewan in 2019 in recognition of the annual Day of Mourning.

2. **Adoption of Minutes**

- Annual General Meeting, April 30, 2019

MOTION: That the minutes of the ASPA Annual General Meeting of April 30, 2019 be accepted as presented.

Dawn/LaVina

CARRIED

3. **Business Arising from the Minutes**

There was no business arising from the AGM Minutes of 2019.

4. **President's Report**

The President took a moment to thank the members of the Executive and all of the members who volunteer their time on committees in support of all ASPA members.

On behalf of ASPA the President recognized Annetta Gellner who passed away in March 2020 for her wonderful service as ASPA's former Executive Assistant.

The President gave an update on the activities of 2019-2020.

The Bargaining Team was introduced and thanked for their work over the last year. After meeting with the employer multiple times since the end of October 2019, on March 5, 2020 the employer declared an impasse. Currently we are waiting to meet with the conciliator appointed by the provincial government.

The President gave an update on some of the work ASPA has been doing over the past year. This includes:

- Addressing emerging member issues
- Interaction with members, with supervisors, with SBAs to seek resolution
- Manage escalating member issues
- Grievances to arbitrations
- Layoffs and member terminations

The President provided an update on discussions with the employer about Phase 2 of the COVID19 pandemic planning which will unfortunately involve some temporary layoffs for members or being redeployed to other work within the bargaining unit.

Motion: That the President's report be accepted by the membership
Derek/LaVina **CARRIED**

5. Treasurer's Report

The Financial Statements have been posted to the website for the membership to view. Some notes on the statements:

- The lawyer fees are greater than usual. We try to resolve matters without going to the lawyer, but that is not always possible.
- The ASPA staff payroll was elevated this year because extra vacation hours were paid out to our retiring Executive Assistant.
- Negotiating expenses are also at a higher rate this year since we are in bargaining.
- Office computers were refreshed.

Motion: that the treasurers report be accepted by the membership.
LaVina/Derek **CARRIED**

6. Questions on the Committee Reports

No questions or comments.

7. Thank you to the retiring Executive Members

Thank you to the retiring members: Dawn Giesbrecht, Andrea Smida, and John Costa for serving your full terms and being so dedicated. Dawn will continue being our co-lead on the Negotiation Team. We thank you for all your hard work and we are sure the membership does as well. Colin Liu stepped in for Garret as treasurer. Thank you Colin for getting us through year end.

8. Introduction of the 2020 - 2021 Executive

Thank you to Peter and Henry for taking charge and being the co-chairs of the Nominations Committee. We would like to welcome this year's Executive Members that have been elected:

- Patrick Hauser
- Tamara Hominuke
- Karen Mosier
- Erin Walling
- Chris O'Grady
- LaVina Watts

Thank you and congratulations.

9. New Business

ASPA service recognition awards this year will be available once we return to campus. The ASPA office will be in contact with you to pick up the award or for us to send it to you on campus.

The topic of parking was brought up. The President informed the membership that we will be sending a letter from all the Unions about the parking, requesting for them to stop charging employees while we are not allowed to be on campus because of the COVID19 pandemic. The initial reply from administration when asked about the parking was that our members may cancel parking at any time but then when we return they would have to reapply and no guarantee on where they would get a spot. We did not find this acceptable.

Q: Currently, how many ASPA members are there?

A: We have just under 1400 active members.

Q: Several years ago, ASPA voted to raise union dues substantially to build a war chest. Are we now at the level that was desired for the goal?

A: I would say yes we are at that level. All our investments are in GIC's and they are safe. They are at the level ASPA wanted a while ago. We do not have enough money to go on strike for as long as the Co-op refinery has been out (5 months currently), but it is enough for the employer to think twice.

Q: Will the dues then drop?

A: We will bring that up with the new executive and see if that is something we are interested in and then it will be brought forward to the membership.

Q: When are the layoffs under Cheryl's announcement supposed to start? (related to the COVID19 pandemic)

A: There are no timelines for this to start or end other than the temporary layoffs can be for up to 12-weeks in duration within a 16-week period. It depends on what choices departments have. They have all been notified yesterday. We think some of this may start the middle of May, but it could be earlier or later.

Q: If the temporary layoffs go beyond 12 weeks and the University "salary" ends (up to 85%), will ASPA provide some compensation from the rainy-day funds?

A: The way the legislation is right now, if your layoff goes longer than 12 weeks it becomes a permanent layoff and all the provisions around layoffs in the collective agreement will then apply including severance. The Employer does not necessarily want to see this happen and has indicated they will have discussions with the unions if the 12 weeks is coming close to an end for people on temporary layoff. ASPA would not provide compensation because if this happens the member would be receiving severance and would cease to be a member/employee anymore.

10. **Adjournment** – The chair adjourned the meeting at 2:47pm.