



2021 HDEAA Fall Financial

NOV. 25TH 2021 4:30-6:30

Draft Minutes

Location: Google Meet

Attendance:

4:30pm. Registration

4:38pm Call to Order

Quorum - as per our Constitution & Bylaws, Article XI - section 2, shall be the attending membership who is eligible to vote.

Welcome - K. Motluk

Honouring the Land - M. Klassen

1.) AGENDA - K. Motluk

- Motion to approve the 2021 Fall Financial agenda as presented
 - Moved by: M. Klassen, seconded by K.Powers.
 - Floor now open for discussion of agenda
 - Vote: CARRIED

2.) APPROVAL OF THE MINUTES

- Motion to approve the minutes of the May 18, 2021 Annual General Meeting (as posted on www.hdeaa.com)
 - Moved by: C. Dillon, seconded by D. McDonald
 - Floor now open for discussion
 - Vote: CARRIED

3.) 2020/2021 AUDITORS REPORT

- Presentation of 2020/2021 Audited Financial Statement – Scott Newport - Taylor Liebow
- Resource Handouts: HDEAA Budget/Finance, Highlights expenditure 2020-2021
- Motion to appoint Taylor Liebow as auditors for the 2021/22 fiscal year
 - Moved by: M. Klassen, seconded by D. Luck
 - Floor is open for discussion
 - Vote: CARRIED

4.) EMERGENCY RESERVE FUND, Investments report - K. Motluk

Regrets: John Hynes, Financial Advisor, Scotia Wealth management

- Investment policy explained
- Investment Changes and Performance (included in PPT Presentation)
- Questions/Answers/Discussion
 - \$785,000 current portfolio value does not include the portion of the bridge financing investments that is without a current fair market value
 - J. Watson discussed issues with Bridging Finance. Could not have predicted the scenario we are faced with. Bridging Finance was a very reputable firm, with many other large organizations also investing with them
 - Discussion around losses vs gains in portfolio

5.) CONSTITUTION COMMITTEE RECOMMENDATIONS - J. Watson

- Motion to amend Article III, Duty, Rights and Privileges of Membership
 - Moved by J. Watson, seconded by K. Kerekes
- Proposed amended language including reorganization, revision, additions and deletions
 - J. Watson presented rationale for changes. Several years ago an overhaul of the constitution began. There was a review ~~was~~ of the content, not the organization. The last two years focus has been on reorganizing the language of the current constitution (Article III). There is very little change in the actual content
 - Addition of titles within the constitution
 - Article III Section 1, Membership: Defines who is a member. Language used includes the following: Permanent EAs, full or part-time and Casual Educational Assistants, working day-to-day

supplies, or Long Term Occasional EAs, are all members of the Bargaining Unit represented by HDEAA.

- Article III Section 2, Member's Duty: What is the role of an EA within this union? Regarding HDEAA member code of conduct. Code of Conduct is already in the constitution and agreed to (currently article 13). This recommendation is to simply change the location where this information is found. Have also expanded the concept of sharing accurate contact information with HDEAA as a member duty. Clarifying language of responsibility around this, union vs member. Also noted that the Board does not share changes in address, name etc., with HDEAA.
- Article III Section 3, Membership status: Clarifying the definition of a member in good standing, seniority, and members not in good standing
- Article III Section 4, Union Member rights and Privileges: What will you get from the union? Further clarification of language and definitions. Rights of a member in good standing outline. Rights of all members (even those not in good standing with the union) changed to include participation in ratification votes.
- Article III Section 5, Vote: Each member will have one vote on any matter to be voted on.
- Floor is open for discussion. No questions
- Vote: CARRIED

6.) PRESENTATION OF 2021/22 HDEAA DRAFT BUDGET - K. Motluk

- Resources handouts, proposed budget notes
- Reviewed the 2020/2021 Budget vs Actual spending: \$454,000 vs \$427,563.77
- Presentation of the breakdown of the proposed budget spending vs the actual spending. - M. Klassen
- Going forward, July 31, 2021 vs 2021/22 Budget: 427,563.77 vs 444,762.53
- Floor is open for discussion. no questions

7.) UNION UPDATES: HDEAA: MAKING A BETTER TOMORROW. TOGETHER WE MAKE A DIFFERENCE! - K. Motluk

- Mission Statement read
- Discussion about Committees

- Introduction of new committee to support Casual Staff and discussed rationale behind the need
- Your Pay - Pay Equity, Court Challenge, The Government.
 - Casual's wage has increased, however Permanents still need an increase
 - Pay Equity - updated comparable needed. Previous comparable stated EAs worked in a "safe office like environment". This no longer holds true. Updated comparable would be more akin to Security Guard or Police Officer. The "In Harm's Way" document may be of help.
 - Preliminary discussions are underway to revisit pay equity
 - Key points: Our pay is now under control/cap by the government, and not the Board. Our contracts end in August, and we will be in a position to renegotiate at that time. There is an election in June: write letters, ask questions. Many occupations have been capped, but many are female dominated professions.

Other Workplace Concerns

- Violence in the workplace.
 - BMS questioned but no clear answer given
 - Physical intervention training only if Principal deems in necessary, or on a core team for safety plan
 - There have been Stealth Wear failures. A student has been able to rip the jacket with their teeth. Union has asked for provincial standard for PPE but to no avail.
 - Comment made that PPE can't be washed. Response was that PPE needs to be washed to clean off body fluids.
- Toileting
 - Not captured in any policy
 - Board not interested in discussion around this
 - Survey revealed 50/50 split between planned vs unplanned
 - Concerns have been taken to HR. Awaiting an inter union request to be taken forward
- Scheduling
 - Messaging sent to supervisors and EAs from Board around scheduling expectations

7.) OLRB - S. Marino

- First phase concluded on Nov. 24
- Awaiting decision
- 285 votes to be counted or not
- HDEAA is fighting for inclusion of all 285 votes

8.) MORE - K. Motluk

- The union can provide support for individual issues. Please reach out.

9.) ADJOURNMENT- 6:02 pm

Draft