

**CHAPTER 002/002  
ANNUAL COUNCIL REPRESENTATIVE REPORT  
LORRAINE ELLIS  
APRIL 21, 2018**

Welcome to the Annual General Meeting of Chapter 002 Local 002. I have had the pleasure of serving as one of your Local Council Representatives for the past 2 years. The last 2 years have seen some difficult times at both the Local 002 and Chapter 002 Level.

Chapter meetings have been held during the past year and I was unable to attend 2 due to illness. We have had some issues raised in our Chapter regarding how the chapter was being run, decisions made and how to resolve the differences in the chapter. I am hoping during the next year we will see these issues being resolved and put our energy to positive outcomes for our members.

We have many issues facing our members at this time, the most important is :

**BARGAINING:**

Everyone knew this would be a tough round of bargaining, however due to the diligence of our Local 002 Bargaining chair and members of the General Services Bargaining Committee, they have made several gains in the collective Agreement. I will not go into details as I know we will be receiving a Bargaining Committee report.

It is my opinion, this government is not prepared to offer any money for wage increases. The Bargaining Committee has received a 0,0 and 0 offer. This is not good enough for our members. Although I never expected to get a huge increase, I certainly feel we deserve more than 0%.

This government has unilaterally imposed a minimum wage increase of \$4.50 per hour from 2015 until 2019. This was greatly needed for low income earners in this province. However, what does this do to AUPE members when it comes to wage parity. Example, if you were earning \$25.00 before the minimum wage of \$10.50 there was a \$14.50 hour difference. Now with you earnings of \$25.00 per hour you would see a \$10.50 difference. If our employer unilaterally imposed this wage increase on private sector employers, they should not be able to say to their employees 0%.

I believe it is time for our Union to go public with our wage fight. AUPE has and can do many things without striking such as : Developing a public relations campaign on TV, letting the public know without Unions, we would not have maternity leave, long term /general illness, vacations, special leave, 40 hour work weeks, etc.. As well I believe we should develop a T-shirt campaign so our members can wear them to work and in public to show the value of government employees, and to let them know the public service is way behind in allocating staff, even though our Province has grown over the past several years.

Hearing the Treasurer, Joe Cecci, say the GOA employees will not be given any wage increases, is that bargaining in bad faith. You will hear the argument, the Teachers, Nurses and Health Sciences settled for 0+0 and a wage reopener. WE ARE NOT the ATA, UNA or Health Sciences, we are AUPE and we have always lead the way even when other unions had small or no settlements. As AUPE we have 75,000 members bargaining for wage increases,

maybe information pickets, during lunch and at the Legislature ground would also be areas we could do.

I encourage all of you to share your ideas, suggestions to both the Chapter and Local representatives on what you would like to see as a “fight back” strategy to let the employer know we are not going to settle for 0%.

#### **BULLYING AND HARASSMENT:**

A huge increase of bullying and harassment is going on within the GOA worksites. We do have the right to grieve, however many many of our members are to afraid to raise the issue and to file a grievance. They know the outcome will probably be more bullying and harassments. All of us are responsible if we see bullying and harassment at our workistes, to let our fellow members know we are behind them and ensure we raise the issue with them, so they can move ahead and get this bullying and harassment to stop.

#### **ERGONOMIC ISSUES:**

Every staff member has the right to a safe, healthy work environment including addressing ergonomic issues. I sat on the Local 002/GOA Committee to address issues affecting Local 002 members and ergonomic issues were one of them. We were advised ,if staff require ergonomic issues they need to be addressed and put into place in a timely manner. The employer representatives advised us if the supervisor/manager refuse to have these address, then we should go to our HR staff and let them know. Do they really think if a manager/supervisor turn them down they would feel comfortable to go to HR? Not likely, however please go to your Union for assistance.

We need to “fight back” on these and many more issues affecting our members. If we don’t stand up for our members and each other who will stand up for us.

#### **CONCULSION:**

I could go on and on, however I won’t 😊. I encourage each and everyone of you to get involved, get your co-workers involved and lets “stand up for ourselves” as we are AUPE and have the knowledge, expertise, resources to ensure all of our issues are addressed and resolved.

I look forward to serving you during the next year as your Local 002 Council Representative.

Respectfully submitted

Lorraine Ellis