

KARMA CO-OPERATIVE BOARD OF DIRECTORS

Minutes for meeting of Thursday, January 14, 2010, 8:00 – 9:00 p.m.

Meeting held by telephone conference call

Directors present: Arel Agnew, Corey Berman, Hilary Gibson-Wood, Arthur Jacobs, Howard Kaplan, Angela Lee, Reg McQuaid, Sarah Pretty, Danielle Thibodeau, Benjamin Watts

Guest: Margaret Knittl (Negotiating Committee)

Chair: Sarah Pretty

Note-taker and Minutes editor: Howard Kaplan

1) Call to order

The meeting was called to order shortly after 8:00 pm. Because it was a telephone conference call scheduled only one day prior to the meeting, each person in turn was asked to confirm her or his presence and to state whether she or he had any objections to the meeting's being called on less than 48 hours notice. No objections were stated.

2) Questions about the proposed collective agreement

The purpose of the meeting was to consider ratification of the proposed collective agreement with CUPE 1281. Participants were asked if they had any questions about the agreement, which had been distributed before the meeting as both full text and a one-page summary, both of which are attached to these minutes.

Art asked about refusing service to belligerent individuals and about the standard grievance and discipline procedures, as described on the summary. Howard explained these items briefly.

3) Questions about the ratification process

Art asked what happens next after the meeting. Arel explained that our unionized employees will have their vote on Friday. Arel was not sure exactly who will do the physical signing of the contract. Margaret said the normal procedure is for the President and Secretary to sign. The contract officially takes effect when signed, but Sarah and Arel said we need to get going quickly on acting as if it's in effect.

4) The ratification vote

Sarah read aloud and moved the following resolution, which had been drafted by Howard and distributed to the Board in advance of the meeting:

The Board of Karma Co-operative Inc. hereby ratifies the Proposed Collective Agreement between The Canadian Union of Public Employees and its Local 1281 and Karma Co-operative Inc., as agreed at the end of the conciliation meeting held on January 11, 2010 and as distributed to the Board prior to this meeting. A copy of the text of that agreement is attached to these minutes.

The Board recognizes that the text of the proposed agreement still requires some minor editorial revisions, including the clarification of ambiguous language, and it authorizes the Negotiating Committee to work with Ken Godevenos to ensure that any such revisions are consistent with the intent of the various clauses as understood during the process of negotiation. The Board instructs the Committee to deliver the final, revised text to the Board at a subsequent meeting, where the Board will formally receive that text for attachment to those minutes.

Board members were polled individually to determine their votes on this motion. All voted in favour. Sarah declared the resolution to be approved unanimously.

5) Implementing the contract

Sarah said that Arel had suggested the Negotiating and Supervisory committees combine to form a new committee to implement the contract properly. This committee will include as its tasks communication, training, tracking, and HR policy development, for some of which Ken Godevenos, our principal negotiator, had offered his services. Sarah stressed that the Board as a whole must not get too tangled up in the details of implementation.

Hilary stated her agreement but felt a need for some of the material to get back to the Board, which will need some training of its own. Sarah and Arel agreed that the Committee will report to the Board and perhaps tap Board expertise from outside the Committee. Some of the matters will need to be initiated within the week.

Angela offered to help but not join the Committee, and she agreed that the primary recipients of training need to be the managers. Arel asked Angela to provide some HR help, but Angela said

At Sarah's request, and incorporating Arel's friendly amendment, Howard summarized the discussion and moved

that the Supervisory and Negotiating committees meet together to form a new Implementation Committee, to begin acting to ensure that Karma properly implements the terms of the new contract, and to report back to the Board with the new Committee's proposed mandate for formal approval.

This was approved unanimously.

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she doesn't actually have the background for that. Angela and Arel agreed to continue their discussion off-line.

Sarah asked if the Committee can deal with deciding whether and how to continue using Ken's services, and there were no objections.

Margaret asked if the new committee would have the same membership as the two merged committees, and Sarah said that could be decided later. Everyone agreed with that.

The meeting was adjourned at approximately 9 pm, but prospective members of the merged committee continued to confer by telephone.

Documents distributed before the meeting and attached to these minutes:

100111 Tent Coll Agmt Karma & CUPE 1281 [the complete text]

Collective agreement highlights from January 11 [a one-page summary]