

**Minutes of Education Meeting of Regional Council
February 19th, 2008
15 Holland Avenue**

Present:

Ed Cashman, REVP
Lorraine Cormier, Chair
Mark Scott, USGE

Regrets:

Vicki Lynn Smith CRA
Maria Fitzpatrick USGE
Kobe Nuckchedee UPCE
John Murphy CEIU

Marie Mullally, REO
Pierre Parker Regional, Coordinator
Guest: Johannes Labine

1). Welcome and check in. Pierre introduced Johannes as the new REO in the NCR, replacing Marie upon her retirement.

2) A). Brown Bag Lunch series / AF seminar and next Steps

Lorraine spoke of the positive nature and outcome of the seminar. 19 attended (out of 20 who had registered). All liked the modules and many signed up to facilitate them in their workplaces. (Lorraine had circulated a "commitments" sheet) Vicki-Lynn agreed to take on organizing of the project. Some work will be required to get all the modules up to standard and into the system. As well we need to continue to develop others as necessary.

b). Mentorship Program

The CEP mentorship program as portrayed by Bob Hatfield at our last meeting and at the AF Seminar were reviewed. Could we use such a program in our recruitment for Local Development and Education programs? Some of the challenges mentioned were: Who should be mentors? Given that everyone who might want to be a mentor might not be suitable, how are mentors chosen. Oriented etc? What are implications if Components did not buy in? How do we find resources (monetary and human) to get the program up and running? (It cost CEP \$40,000, and this did not include all the staff time) Language matching could also be challenging in the NCR.

It was noted that an informal mentorship program has been active in the union movement for as long as the movement exists. Lorraine spoke of one in the RWC several years ago.

It was noted that such a program could develop the leadership capacity of those most marginalized in the union. After much discussion, it was decided to table the issue for revision at another time.

c). Education Plan evaluation

It was noted that the 2007- 2009 Education Plan's first evaluation is due in January. This may be done by a sub-committee in the near future. It was noted that we do not have formal evaluation process, and are lacking an education data base. It is possible the NCR could be evaluated in the Unionware implementation.

d). The no-show letter and follow-up were discussed at length. The decision was to invite the Local President involved to a meeting to discuss the situation openly and explain the Committee's decision to continue to send the letter to "no shows" (although all of this has already been done) . If the president declines to attend we will consider the case closed.

3) New Business

a). Workplace Bullying Session

No work has been done on this file since its introduction by Sister Judith Lewis of the NHWU. It was decided it is a worthwhile project that requires further attention which will be reactivated. Possibly have an English and French sessions in large venue (Public Library auditorium and invite other unions). A fee would have to be charged to accommodate the payment).

b) Formation of Sub- committees

The chair has suggested forming sub-committees for various types of Committee work and this will be put into place as required. (Workplace bullying session as example).

c). Union School 2008

Marie had acquired rates from hotel Plaza Valleyfield for possible dated of November 20 -23rd, 2008. Costs are \$192.50 per day. Marie noted that hotel costs have increased approx 20% since our last union school in 2005. It was noted that the Education Plan calls for 2 union schools per each 3 year education cycle. (2007 – 2009). Other considerations include the possibility of strike action in 2008. It was noted that although we carried out our strike action in October 2005, we also held our Union school in November, 2005

- c) The ODRT/ WHSC protocol for the sharing of scholarships between the Ontario and NCR regions was presented. Brother Cashman stated he is in agreement with the inter- regional protocol.

Meeting adjourned at 7:30 PM