

**BARBADOS SECONDARY TEACHERS' UNION
MINUTES OF ANNUAL GENERAL MEETING
HELD ON TUESDAY, APRIL 8, 2014**

1.0 Call to Order

1.1 The meeting was called to order by Chairman Bro Andrew Brathwaite at 10:04 a.m.

2.0 Prayers

2.1 Prayers were said by Sis Debra Springer-Bryan.

3.0 Welcome and Excuses

3.1 Bro Padmore assumed chairmanship of the meeting in the absence of the President and welcomed members.

3.2 Excuses were offered for Sis Redman, Bro Bartlett, Sis Willoughby, Bro Burrows and Sis Brathwaite.

4.0 President's Address

4.1 Bro Padmore delivered the President's Address.

4.2 He stressed that the Union needed the support of its members.

5.0 Minutes of the Annual General Meeting of April 8, 2013

5.1 The minutes were considered.

5.2 Corrections were made at page 4, item 13.1 and page 5, item 5.52.

5.3 Bro Oliver moved that the minutes be adopted. This was seconded by Bro Mayers and unanimously passed.

6.0 Matters Arising from the Minutes of April 8, 2014

6.1 In response to a query regarding the undervaluing of the BSTU's property (pg 4 13.2), Bro Oliver explained that the property was carried at cost and that the auditor saw this as immaterial. He further stressed that the value of the property does not affect its market price.

6.2 Sis Debra Springer indicated that comments were still being made regarding her, following the Union's advice on signing in. She reported that the insinuation was that a teacher who refused to sign in could be fired for dereliction of duty.

6.2.1 Bro John Blackman remarked that the issue of signing in had been a problem for a while.

6.2.2 Sis Marguerite Cummins-Williams opined that we are becoming a nation of nit pickers.

7.0 Selection of the Election Committee

7.1 Sis Cummins – Williams was elected to chair the Election Committee. Bros Frost and Blackman completed the committee.

8.0 Judicial Review Update

8.1 Bro Frost reported as follows:

- Union had been trying to have the matter settled amicably.
- The opinion of Professor Eddy Ventose as to whether the Union had a case was sought.
- The opinion received indicated that there were indeed grounds to proceed with a Judicial Review.
- The Union's legal team had written to the Attorney General in November 2013, proposing a date for a meeting.
- A meeting had finally been set for 11th April 2014 at 3pm.
- There were five main considerations in the application for review:
 - i. Breach of contractual arrangement by MOE
 - ii. The removal of the BSTU shop Steward

- iii. Transfer without consideration for the individual's health
- iv. The duress of the persons transferred
- v. No reason given for the transfer of teachers

8.2 Bro Frost commented that the Trade Union was under attack. He stressed that members must use the occasion of the AGM to make certain statements. The fact that the CXC, was changing the terms and conditions of teachers through the SBA, was suggested as one such matter to consider.

9.0 Reports

9.1 Sis Robinson apologized for the draft nature of the report, explaining that there were aspects of the report that required input from the President who was unwell.

9.2 Bro Oliver apologized for the absence of the financial statement.

9.3 After some discussion on the failure to submit reports at the AGM, Bro Frost proposed the following resolution:

WHEREAS an explanation has been offered for the failure to satisfy the constitutional requirement for the presentation of an Executive Council report and Financial Statements,

BE IT RESOLVED that this Annual General Meeting takes note of the reasons given and directs the Executive Council to make good the deficiency without delay, to circulate the duly completed report and statement and to present them for formal ratification at the first official opportunity.

9.4 The proposal was seconded by Sis Streat-Jules and unanimously carried.

10.0 Election of Officers

10.1 Nominations were as follows:

POSITION	NOMINEE	PROPOSER	SECONDER
President	Mary Ann Redman	P. Frost	F. Springer
1 st Vice President	Erskine Padmore	E. McClean	A. Brathwaite
2 nd Vice President	Albert Bartlett	G. Jackman	J. Greene
3 rd Vice President	Monica Harewood	N. Philips	K. Shepherd
Treasurer	Christopher Oliver	F. Archer	A. Brathwaite
General Secretary	Andrew Brathwaite	F.Archer	C. Oliver
Dep. Gen. Secretary	Leslie Lett	C. Oliver	M. Harewood
PRO	David Headley Sandria Butcher	C. Oliver N. Philips	S. Butcher E. Padmore

10.2 The individuals elected to serve as officers for the 2014 – 2015 were:

President	Mary Ann Redman
1 st Vice President	Erskine Padmore
2 nd Vice President	Albert Bartlett
3 rd Vice President	Monica Harewood
General Secretary	Andrew Brathwaite
Deputy General Secretary	Leslie Lett
Public Relations Officer	David Headley

11.0 Resolutions

11.1 The following resolutions were proposed and carried at the Annual General Meeting of the BSTU held on the 8th of April 2014:

R1. WHEREAS the BSTU recognizes that there are always limitations to the extent to which a government can provide employment; and

WHEREAS the BSTU acknowledges that there is always a need for some rationalizing of employment by the Government; and

WHEREAS the [recent] manner in which persons employed in a temporary capacity in the public service have had their employment terminated does not accord with established industrial relations best

practice, a fundamental obligation of government as a “model employer”; and

WHEREAS the current teacher pupil ratio cannot be said to be unreasonable,

BE IT RESOLVED that the BSTU prepares itself to respond appropriately if the Government as employer attempts, without due and full consultation with the Union, to implement any reduction in the number of teachers in schools, whether working part-time or employed in a temporary capacity in established or temporary offices.

PROPOSED BY: Bro Frost

SECONDED BY: Sis Streat-Jules

VOTE: Unanimous

- R2. WHEREAS** the BSTU has since December, 2012 sought an amicable resolution to the arbitrary appointments on transfer of twenty (20) of its members as from 1st January, 2013; and

WHEREAS there has been no evidence of reciprocity of such effort by the Government as employer or by any of its agents; and

WHEREAS the Attorney General was written in mid November, 2013 and afforded a final opportunity to act so as to avoid having an application for judicial review filed by members of the BSTU against the Government as employer,

BE IT RESOLVED if there is a continued failure to satisfy the claims of its members, that the BSTU ensures the requisite applications for judicial review are filed without further delay.

PROPOSED BY: Bro Frost

SECONDED BY: Bro Oliver

VOTE: Unanimous

- R 3. BE IT RESOLVED** that the BSTU deplores the failure of the Government thus far [since September 2012] to implement the interim measure which formed part of the first recommendation of the Commission of Inquiry into Alexandra School – namely the issuing of a circular from the Ministry of Education to the Principals of all

public educational institutions expressly forbidding any Principal to make any public criticism of a teacher/teachers or his/her/their work.

BE IT FURTHER RESOLVED that the BSTU calls on Government to remedy this administrative omission without further delay.

PROPOSED BY: Bro Frost
SECONDED BY: Sis Kirton
VOTE: Unanimous

- R 4. WHEREAS** the School Based Assessment component of the Caribbean Secondary Examination Certificate and the Caribbean Advanced Proficiency Examination continues to place a tremendous burden upon teachers; and

WHEREAS it is deemed additional work placed on teachers by an external agency; and

WHEREAS it is recognized that the Caribbean Examinations Council has further compound the situation with the implementation of the new CCSLC,

BE IT RESOLVED that this Annual General Meeting instructs the BSTU's Executive to pursue a course of action towards appropriate compensation for additional work and including a withdrawal of services in the School Based Assessment component, so that the interests of teachers in Barbados are fully protected.

PROPOSED BY: Bro Frost
SECONDED BY: Bro Mayers
VOTE: Unanimous

- R 5. BE IT RESOLVED** that this Annual General Meeting records its thanks and appreciation of the work done by Sis Mona Robinson while she held the office of General Secretary.

PROPOSED BY: Bro Frost
SECONDED BY: Bro Brathwaite
VOTE: Unanimous

R 6. WHEREAS it is imperative that employment levels in Barbados should not be allowed to fall any further,

BE IT RESOLVED that the BSTU takes all initiatives available to it to promote and influence a sustained and sustainable Buy Bajan campaign.

PROPOSED BY: Bro Frost
SECONDED BY: Sis Springer
VOTE: Unanimous

R 7. WHEREAS the BSTU has sought an official investigation into the conduct of a senior public officer towards it in January 2013: and

WHEREAS the BSTU has sought a formal review of agreed grievance procedure with the Government; and

WHEREAS there has been a totally unsatisfactory response in both instances,

BE IT RESOLVED that this Annual General Meeting condemns the failure of the relevant agents of the employer to follow established industrial relations best practice.

PROPOSED BY: Bro Frost
SECONDED BY: Sis Streat - Jules
VOTE: Unanimous

R 8. WHEREAS an explanation has been offered for the failure to satisfy the constitutional requirement for the presentation of an Executive Council report and Financial Statements,

BE IT RESOLVED that this Annual General Meeting takes note of the reasons given and directs the Executive Council to make good the deficiency without delay, to circulate the duly completed report and statement and to present them for formal ratification at the first official opportunity.

PROPOSED BY: Bro Frost
SECONDED BY: Sis Street - Jules
VOTE: Unanimous

R 9. WHEREAS the preparation of the Executive Report for the Annual General Meeting is always a major task involving additional and extended time,

BE IT RESOLVED that should office staff be asked to assist in this area, that appropriate compensation be paid.

PROPOSED BY: Sis Robinson
SECONDED BY: Bro Brathwaite
VOTE: Unanimous

R 10. WHEREAS the industrial complications at the Alexandra School highlighted the need for executive members to be on call beyond what was reasonable; and

WHEREAS the financial burden of undertaking the said situation to the Executive was at their personal cost; and

WHEREAS the future operations of the union may encompass situations of a similar nature,

BE IT RESOLVED that the BSTU establishes the following compensation and benefits for the President, General Secretary and Treasurer, to become effective at the beginning of the first pay period for 2014-2015:

- (i) The President and General Secretary benefits from cell phone and data allowance up to and not exceeding \$150.00 a month, where such bills are presented to the Treasurer.
- (ii) A monthly allowance of \$150.00 be extended to the President, General Secretary and Treasurer as compensation due to the travel required to transact union business.

PROPOSED BY: Bro Oliver
SECONDED BY: Sis Bryan
VOTE: Unanimous

R 11. WHEREAS from time to time the full Executive or part thereof of the Union are required to meet outside of scheduled monthly meetings away from headquarters,

BE IT RESOLVED that an automobile/fuel allowance of \$20.00 be extended to members of the Executive who attend such meetings.

PROPOSED BY: Bro Oliver
SECONDED BY: Sis Streat-Jules
VOTE: Unanimous

R 12. WHEREAS the Executive of the BSTU meet at headquarters on a monthly basis; and

WHEREAS attendance at such meetings is voluntary and meetings run into the late evening,

BE IT RESOLVED subject to economic review, that catering services be used to provide light refreshment at a cost not exceeding \$15.00 per plate or person.

PROPOSED BY: Bro Oliver
SECONDED BY: Sis Bryan
VOTE: Unanimous

R 13. BE IT RESOLVED that this union is opposed to the imposition of the “Social Amenities Levy” as recently suggested by the Minister of Education, Science, Technology and Innovation.

PROPOSED BY: Bro Lett
SECONDED BY: Bro Oliver
VOTE: Unanimous

12.0 Any Other Business

12.1 Bro Brathwaite Informed the meeting of concerns regarding overcrowding of lab spaces in secondary schools.

12.1.1 Bro Frost stressed that specifications existed for practicality and safety regarding the student teacher ratio in lab spaces.

12.2 The introduction of the CCSLC was discussed.

12.2.1 It was agreed that teachers must explain the amount of work involved in the CCSLC program in order to receive support for their concerns.

12.3 Bro Mathews indicated that this was his first BSTU AGM. He expressed gratitude to Sis Redman and Bro Frost for their support during the difficult period of his transfer from Deighton Griffith to the Alexandra School.

12.4 The matter of improving preparations for the AGM was discussed. It was agreed that efforts would be made to improve in this area.

13.0 Adjournment

13.1 There being no further business, the meeting was adjourned at 1:50 pm.

Signed: _____

President

General Secretary

Date: _____