



C.U.P.E. Local 1883
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**September General Membership Meeting
September 15, 2021
Via ZOOM**

Executive Present: Noelle Fletcher, Bonnie Cobb, Rhonda Gould, Dave Nicholson, Jan Richards
Executive Regrets: Rebecca Miller (on union leave with CUPE National)

Call to order: 5:32 p.m.

Equality Statement/Roll Call of Officers/Land Acknowledgment

Equality statement and land acknowledgement were read by Bonnie. Roll Call of Officers was completed.

Voting on New Members and Initiation

The Union has not been notified of any new members since June. Noelle has put an inquiry into Human Resources to inquire as to why the Union is not receiving such notification.

Reading of Minutes of Previous Meeting

Brought forward to next meeting as not available on website.

Matters Arising Out of the Minutes

Brought forward to next as minutes not available on website.

Treasurer's Report

Motion M/S Jan Richards/Dave to receive the Treasurer's Report for August 2021.

No discussion.

CARRIED.

Communications

None to report.

Executive Board Reports

Job Evaluation

Dave advised 5 jobs have been completed since June; 3 are new positions. Dave reminded members to contact himself or Noelle if they are having issues with management moving a job forward in the evaluation process. He briefly reviewed how the evaluation process works. There are two training sessions coming up for those members interested in learning more about job evaluation.

Motion M/S Dave/Bev Grabe to receive the Job Evaluation report as presented.

CARRIED.

Health and Safety

Rhonda advised she is working with Human Resources and Health and Safety on risk assessments for returning to the office as discussions have begun.

Motion M/S Rhonda/Bev Grabe to receive the Health and Safety report as presented.

CARRIED.

Grievance

Bonnie advised there have been a few investigations where discipline was issued due to dress code and tardiness. The Local recently won a grievance where a member was harshly disciplined and had the discipline removed. A Step 1 was completed which involved six members whom were successful in being granted overtime/lieu time who were not receiving it prior. There are outstanding arbitrations that are booked about a year away. A grievance has been filed in regards to National Day of Truth and Reconciliation as members brought forward concerns about not receiving the day. Paula Giles was sworn in as a steward. Bonnie reviewed what stewards do and asked those interested to e-mail her.

Motion M/S Bonnie/Dave to receive the grievance report as presented.

CARRIED.

President

Noelle discussed the COVID19 vaccine and Region of Waterloo policy; there is lots of discussion and questions put forward to CUPE who are reviewing. Full report filed with minutes.

Motion M/S Noelle/Bonnie to receive the President report as presented.

CARRIED.

Reports of Committees and Delegates

None to report.

Unfinished Business

None to report.

New Business

Nominations for Secretary, Health and Safety and Grievance (until February 2023), Communications and Elections Committee and Trustee were opened.

Crystal Davidson nominated Rhonda Gould for Health and Safety,

Bev Grabe nominated Rebecca Miller for Secretary.

Paula Giles nominated Bonnie for Grievance Chair.

Crystal Davidson nominated Sharon Skalkos for Trustee.

Ray Hoover nominated Sarah Johnston, Dave Nicholson nominated Ann Marie Hagey and Joan Crocker were nominated for the Elections Committee.

Bonnie Cobb nominated Heather Callander and Rhonda Gould nominated Paula Giles for the Communications Committee.

Elections to take place at the October 2021 general membership meeting via Zoom.

A member asked when retro pay will be received. It will be paid out by the end of November 2021. This was part of our memorandum of settlement.

Motion M/S by Ann Marie Hagey/ _____ to destroy all personal information collected for strike action to be destroyed.

Further discussion prompted an amendment to motion to state ‘...destroy all banking information, accommodation information and any personal information given to the hardship committee.’

CARRIED.

Good of the Union

None to report.

Adjournment

Motion M/S Jan Richards/Bonnie Cobb to adjourn at 6:45 p.m.

No discussion.

CARRIED.

Date of Acceptance of Minutes: _____

Noelle Fletcher, President

Rebecca Miller, Recording Secretary