



C.U.P.E. Local 1883
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November General Membership Meeting
Thursday, November 18, 2021
ZOOM

Executive Present: Noelle Fletcher, Bonnie Cobb, Rhonda Gould, Ray Hoover, Stacey DeMars
Dave Nicholson, Crystal Davidson

Call to order: 5:33 p.m.

Equality Statement/Roll Call of Officers/Land Acknowledgment

Equality statement was read by Bonnie. Roll Call of Officers was completed. Noelle read the land acknowledgement.

Voting on New Members and Initiation

We have not received an updated list of new members; this is deferred to the December meeting.

No new members in attendance.

Reading of Minutes of Previous Meeting

~~Read by Noelle~~ deferred to next meeting. To be posted on website.

Matters Arising Out of the Minutes

None

Noelle ceded chair to Crystal

Trustees Report

Crystal - Audit done showed some numbers were placed incorrectly, errors that arose have been fixed. Trustees report attached.

Crystal made a motion to "accept the treasurers report" Seconder-Dave Nicholson

Discussion: Noelle disputed finding # 2 and recommendation # 2

Expenses are not entered as a negative value – we have a cost share agreement with 1656 that amount is entered as negative to reduce our monthly rent amount.

Findings

2. Some expenses were entered as a negative value

Recommendations

2. Income should be entered as income and not as a negative expense.

Noelle amended the motion to read "(accept the treasurers report) striking out findings # 2 and recommendation #2" Seconder-Stacey

Discussion took place

Amended motion voted on and passed (motion # 18-11-21)

Noelle took chair back

Communications

Stacey – no communications report

Executive Board Reports

Noelle – next order of business is the local executive reports

Dave – Job Evaluation Report

- 41 jobs in the queue currently
- There have been small re-orgs in:
 - o Transit
 - o Water Services
 - o Children's Services
 - o Public Health (numerous)
 - o Facilities
- Jobs evaluated since last report:
 - o Fleet Planner Analyst went from job grade 13 to 15
 - o Accounting and Reg Affairs Assist. Went from job grade 6 to 8
 - o NEW Financial & Technical Assistant (Water Services) job grade 12
 - o NEW Airport Terminal Operations Specialist job grade 6
 - o NEW Dental Hygenist (temp) job grade 13
- 2 jobs in 1883 went from part-time to full-time – transit and public health

Rhonda – Health and Safety Report

- Working on Return to Office Risk Assessments with Adam. More will be completed in the next few days. So far, no concerns on Adam's end.
- A and B rotation schedules are being prepared and will be emailed to staff. Corporate Health and Safety do not see any issues with this schedule as it is the same as last return to the office.
- Health and Safety Committees that need members are
 - Library HQ needs 2
 - AHQ needs 1
 - 150 Main Street needs 1

I have been working with members on completing forms before returning to the office. All members will be looked at on an individual basis.

N95 masks not being provided to members/staff unless in a position where it's required.

Bonnie – Grievance Chair Update

- We have won two grievances that went to arbitration
- We have heard back on 5 grievances
- one for HS, which is a win
- one for job posting denied but will be taking to arbitration based on past practise

- and have heard back on two about the toxic work environment; one denied and one acknowledged. We will be sending one to arbitration if we don't have opportunity for further discussion
- There is still a backlog of 8 grievances; I will be sending an email to HR requesting these to be scheduled asap
- We have filed a grievance about the testing etc. on your own time but have not had this one heard

Noelle – President's Update

Thank you to Ray Hoover and Crystal Davidson for expressing interest in the Treasurer's position. Because this position is up for election in February, we made the decision to appoint each of them for a month and a half so they each have the opportunity to see if it is something that they are interested in doing long-term.

We are also pleased to report that Stacey DeMars has been appointed to the role of Secretary. This appointment was to be for 3 months according to our bylaws. Things have changed since her appointment – we have recently found out that Rebecca Miller will not be running for secretary. Normally, Rebecca would have declined the nomination tonight. We wanted to let people know ahead of time, so they had the opportunity to be nominated. If no one is nominated, we will hold an election at a future date.

Returning to work – unfortunately, the union cannot stop or delay this process. As per Article 6 of the collective agreement; Management Rights.

If the employer breaches the CA or their own policies or any act or regulation that governs the workplace, such as The Occupational Health and Safety Act, then we can intervene.

We can also bring members concerns forward and advocate for change.

The RoW is taking a hard-line approach with members who are asking to be accommodated to work from home. Please talk to Rhonda if you have any concerns.

We have been notified that GRT will be starting a wellness committee that will consist of Unifor, CUPE 1883 members and management. The purpose of the committee is to support GRT's commitment to maintaining a positive and healthy workplace, understand the elements that contribute to a healthy work environment and support workplace wellbeing. We hope our 1883 members will get involved.

Dave announced at the last meeting that he is retiring at the end of December. Dave has been part of the executive for 20+ years as the VP of Job Evaluation and we are sad to see him go.

Please let us know if this is a position that you may be interested in so Dave can do some mentoring.

Reports of Committees and Delegates

Noelle – there are no committee reports

Unfinished Business

Elections for Executive

Noelle cedes chair to election committee member Bev Grabe

Nominations for:

- **Vice President, Health and Safety** (1 year, 4 months) – Rhonda Gould (accepted)
- **Grievance Chair** (1 year, 4 months) – Bonnie Cobb Accepted
 - o Joan Crocker (declined)
- **Secretary** (1 year, 4 months) – Stacey DeMars (accepted)
 - o To align with normal election dates
- **Communications Committee** (5 positions)
 - o Paula Giles (accepted)
 - o Heather Callander (not present)
 - o Paula Ronson (declined)
 - o Steve Wood (accepted)
 - o David Popplow (accepted)

Noelle resumes chair

New Business

Ann Marie Hagey – technical difficulties, deferred to next meeting

Goodbye from Rebecca Miller

It is with sadness that I decline the nomination for Recording Secretary. I recognize that a “speech” for a declination isn’t typical but not surprising, I do have a few words to share.

As some of you may be aware, I am currently on a temporary leave with CUPE National as a National Representative. What started as a 4-week contract in August has been extended a few times thus far and now continues into February. While I have enjoyed my last 6 or so years on the Executive and the role I’ve had the honour of holding to support members and the local – it isn’t fair to remain in this role to the membership who deserve the best level of representation available to them and as such, I must decline the nomination.

Thank you for your support for my time in this role, the ideas and suggestions you’ve brought forward, the vulnerability you’ve allowed me to witness, and the understanding and forgiveness needed at times. While I do have an end date of my contract with CUPE, I am bittersweetly hoping for an extension and eventual permanency. That being said, should our paths cross again, I look forward to working with you in the future and am thankful for the invaluable experience I’ve gained and friendships I’ve made as a result of being involved with CUPE 1883.

Good of the Union

No discussion

Motion to adjourn and seconded at 6:58pm.

CARRIED.

Date of Acceptance of Minutes: _____

Noelle Fletcher, President

Stacey DeMars, Recording Secretary