



**C.U.P.E. Local 1883**  
1-300 Victoria St. N.  
Kitchener, ON  
t. 519-571-1452  
f. 519-571-0528  
[www.cupe1883.ca](http://www.cupe1883.ca)

**December General Membership Meeting**  
**Tuesday, December 14, 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. Stacey did Roll Call of Officers. Noelle read the land acknowledgement.

**Voting on New Members and Initiation**

Stacey made a motion to approve Currie Russell, Jacob Redpath, Ryman Rasulbaksh, Harpreet Harpreet, Rachel Wagner, Kyle Bom, Paula Rodriguez, Anjana Alex, Leigh Cogar, Amy Martin, Veronia Knapp, Amrita Basra, Rachel Callister, Safayat Jamal, Begar Shaninfarid, Marisa Crossey, Marwa Elgammal, Jade Lawrence, Jennifer Barkshire-Paterson, Xiaofei Zhang, Christina Cunningham, Olufemi Ajiboye, Hanna Cox, Kiera Grainger, Kenneth Schwartzel, Stephanie Nauth, Elizabeth Tompkins, Emma Myers, Alexa Evans of CUPE 1883

Secunder Bonnie Cobb

No new members in attendance.

CARRIED

**Reading of Minutes of Previous Meeting**

Motion to accept the minutes of the September, October and November 2021 Meeting Minutes (separately)

September 2021 – Secunder – Ray Hoover

October 2021 – Secunder – Bonnie Cobb

November 2021 – Secunder – Bonnie Cobb

**Matters Arising Out of the Minutes**

NONE

CARRIED

### **Treasurer's Report**

Ray - made a motion to "accept the treasurers report" for September 2021. Secorder – Stacey DeMars  
Discussion: member asked about building expenses, and what types of expenses are included in that category. Ray confirmed this includes rent, utilities

CARRIED

Ray – made a motion to accept the treasurers report for October 2021. Secorder – Stacey DeMars  
Discussion: member asked about member fees – why the difference? Ray confirmed the difference in members

CARRIED

Ray – made a motion to accept the treasurers report for November 2021. Secorder Bonnie Cobb  
Discussion: member asked about the Union dues – why the difference? Ray confirmed the difference in members

CARRIED

### **Communications**

Stacey – Ontario Coalition for Better Child Care – postcard campaign – Together, we're calling for – affordable fees, a workforce strategy that included decent work and pay for Early Childhood Educators and child care workers, expansion of public and non-profit child care spaces, and a moratorium on new for-profit child care. If interested in signing, please pick up a postcard from the union office. The plan is to collect back as many postcards as possible centrally then present a huge collection of postcards to the Ontario government in the coming weeks. Get in contact with me (secretary) to find out more.

### **Executive Board Reports**

Dave – JE Report

#### **Jobs Coming up for evaluation**

- Social Worker R00380
- Traffic Systems Management Analyst Job Code: R00497
- Engineering Technologist (Traffic) Job Code: R00498
- SCADA & Information System Analyst (Water Services) Job Code: R00985
- R01002 Tenant and Community Relations Specialist to evaluate

#### **Jobs Evaluated in Last Month**

- R00473 Survey Technician
- R00472 Survey Party Chief
- R001105 Environmental Systems Technologist (Waste)
- R00047 Administrative EIS Assistant (a Finance job that issues OW)
- R00648 the coordinator for the job above
- R01923 Project Data & Financial Administrative Coordinator (Water)
- R01912 Home Child Care Consultant & Equity Lead
- R01195 Fleet Planning Analyst

**Re-ORGS****# 1**

Permanent reorganization has been approved in Water Services that see the following changes effective January 1, 2022:

- R00627 Field Coordinator (Waste Water Monitoring) closes (vacancy created by Dave Nicholson L)
- FTE is repurposed to R01586 Source Water Protection Program Coordinator
- R01050 Technologist (Inorganic) Jeff Campsall moves to report to R01638 Supervisor, Inorganic Chemistry Michael Byrne
- Lindsay Norwood moves to report to R01647 Technical Specialist (Analytical Chemistry) Maxim (others in this job stay reporting to Michael Byrne)

**#2**

Permanent reorganization has been approved that sees R00682 Executive Director, Crime Prevention Council (Deb Bergey) and team move to report to the CAO, from the Commissioner, Community Services. This team has always had a matrix-type reporting relationship into the Regional Chair's Office as well. Administratively, it now reports to the CAO instead of to the CSD Commissioner. There are CUPE 1883 members on this team

**#3**

Permanent reorganization has been approved in Planning, Development & Legislative Services, effective November 22, 2021, that sees R00129 Program Assistant (PDL) [Peggy Walter] move reporting lines from R00297 Director, Cultural Services [Helen Chimirri-Russell] to R00266 Director, Community Planning [Danielle De Fields, joining the Region as of November 22, 2021).

This job is already on our status report as potentially needing a JD and JE update because of work it was taking on from the Airport. We will keep our eye on it and follow up in Q1 2022.

**#4**

Amendment's have been made to reorg 2019-52, that for ease of tracking I'm giving a new reorg number, but the dots are certainly connected. This permanent reorg is effective immediately. One of the things that happened in reorg 2019-52 was repurposing a vacant R01533 Communications & Community Relations Coordinator (RT) to hire an additional R01498 Communications Coordinator (Transit). Hiring an additional R01498 did not happen, but management was able to assess there is a greater need to create a new job--CUPE 1883 R01910 Customer Experience Analyst (title may still change, but this will be the job code).

**#5**

Permanent reorganization has been approved in Public Health & Emergency Services—Healthy Living & Foundational Standards Division that sees (info related to CUPE 1883 is bolded)

Manager, Information & Planning R01748

- Title changes to Manager, Information, Planning & Foundational Standards
- To be posted this week
- Takes on supervising (once filled):

- R00229 Epidemiologists (and their Health Data Analyst CUPE 1883 direct reports)
- some R00307 Health Promotion & Research Analysts (CUPE 1883, names TBD)
- a R01737 Project Coordinator (CUPE 1883, name TBD)
- new R01905 Community Development Specialist (x2) (CUPE 1883) (JD and JE in progress)
- Loses supervising Dieticians (R01527) and Nutritionist (R00305) (who move to R01584 Manager, Adult Health once their redeployment is finished)
- Target Communication to staff: Tuesday, October 5<sup>th</sup> (prior to posting)

#### Manager, Adult Health (R01584)

- Takes on supervising Dieticians (R01527) and Nutritionists (R00305) (effective October 25, 2021)
- Note: all staff are currently redeployed, will stay in redeployments until return to home position, at which point new reporting structure will be effective
- Target Communication to staff: Tuesday, October 5<sup>th</sup>, 2021

Erin (Business Partner) is supporting Sharlene the Director with communications to staff and will continue updating HR to ensure smooth coordination.

#### **Jobs being Combined Generic JD from 3 Different JD's to One**

Title: GIS Technologist

Job Code: R01641

Department/Division: Corporate Services/Information Technology Services

Reason: confirmation of grade per reorg merging 3 GIS jobs (R00048; R00745 both closed)

Discussion – None

Dave – motion to accept JE report. Secorder – Ray Hoover  
CARRIED

#### **Bonnie – Grievance report**

The following are the outstanding grievances

- 2021-11-30 LM
- 2021-11-03 POLICY
- 2021-10-29 SK
- 2021-10-18 POLICY
- 2021-10-26 AIRPORT
- 2021-10-12 CLERKS
- 29-09-2021 ANTIGEN TESTING
- 2021-11-12 Privacy

OMSSA - five ministries represented

Housing, Child Care, Community Services, Public Health, Corrections

all are collecting data and outcomes but did not identify what they are looking for, have all identified they are looking at ways to cut administrative costs, which really means job loss.

the community table committee that Douglas BS. co -chair so does the Chair of the SSWCC which gives us great information and communication knowing what is happening at the provincial level.

Corrections is investing millions into more probation officers, parole officers and a new role community officer.

Centralised Intake on hold due to surge in intakes...reportedly to start in Region April 2022.

Discussion - None

Bonnie – Motion to accept Grievance chair report. Secunder – Ray Hoover

CARRIED

### **Rhonda – Health and Safety Report**

We the union continue to work by the seat of our pants when it comes to returning to the office. We seem to get the information when all of you receive the information.

Still looking for Health and Safety Committee reps for 150 Main Street and the Library HQ.

150 Frederick Street has been filled, thank you to members for stepping up.

The Health and Safety Committees have been posted on the portal by Corporate Health and Safety.

Discussion - None

Rhonda – Motion to accept the H&S report. Secunder – Stacey DeMars

CARRIED

### **Noelle – President's Update**

Things are changing again because of the Omicron variant – The ROW has decided at this point to pause Phase 1 of reopening meaning those that can are back to working from home. They have delayed moving to Phase 2 and it will be reviewed again at end of January.

Breaking news – Douglas Bartholomew Saunders is no longer with the RoW

I spoke with Public Health earlier today. They are seeing the increase; and are looking at response that may include an increase and redeployment to vaccine clinics.

I want to take this time to thank Dave Nicholson for his over 25 years of service to the union. Dave was instrumental in setting up our current job evaluation process. We will miss you, Dave.

Please join me in congratulating Ann Marie Hagey for being elected to Women's Committee disabled member. **And** Workers with Disabilities Committee

This is the last GMM before the Holidays and the New Year. Many things remain uncertain, and many of us are still struggling. We wish everyone Happy Holidays.

We will see more changes in the New year with the union. Elections for President, Treasurer and job evaluation will take place in February with nominations in January.

We would also like to explore the possibility of adding a new role to our Executive and will be looking for input. ( i.e. past-president, equity lead etc. )

Stay safe everybody – look after yourselves – be kind – remember we have EAP coverage and benefit coverage if you need support through the holidays and beyond.

Discussion - None

Noelle – Motion to accept the President’s report. Secorder – Stacey DeMars  
CARRIED

### **Reports of Committees and Delegates**

Ann-Marie Hagey has been elected to the Disabled Workers’ Committee  
Some campaigns include bargaining and strengthening working environment  
Meet approximately every 4 months; next one in the new year – April  
This is a 2-year commitment – Congrats Ann-Marie!

### **Unfinished Business**

None

### **New Business**

Elections for President, Vice President Job Evaluation and Treasurer will be held in February (General Membership Meeting)  
Get your nominations ready

### **2022 Budget**

Ray – motion to accept 2022 Budget. Secorder – Jill Dickinson  
Discussion: question from member about deficits/surplus – Ray explained that we sometimes project for higher numbers so we have wiggle room in case something happens  
Rhonda – motion to amend the budget to include an extra \$1,000 for a yet-to-be-named committee to help come up with a new executive position. Secorder – Joan Ang  
Motion # M2021-12-14.1 CARRIED

### **Good of the Union**

Noelle cedes chair to Rhonda

Noelle – notice of motion to accept a donation of gift cards to a Better Tent City in the amount of \$2,500. Secorder – Stacey DeMars

Residents of a Better Tent City had all of their belongings ruined after RoW went in and bulldozed their tents. The gift cards would be in the amounts of \$50 and \$20 for places like Wal-mart, Zehrs, McDonalds, Tim Horton’s etc.

Discussion: member asked how many gift cards. Noelle is not sure because the price of the cards will be different. Will talk to contact at a Better Tent City

Motion #M2021-12-14 CARRIED

Rhonda cedes chair back to Noelle

Stacey – Gift Card Giveaway

Wheel Chooser type of selection process. All attendees names were added to the wheel, and we have 10 gift cards to give away. Members were chosen based on the Wheel Chooser.

1. Queen of Hearts – Carey O’Hanlon
2. Concordia Club – Sheryl Mascoll
3. Four All Ice Cream – Joan Ang
4. Queen of Hearts – Karen McLeod
5. Old King Bistro – Sue Kaufman
6. LCBO – Ann-Marie Hagey
7. Queen of Hearts – Sharon Skalkos
8. Four All Ice Cream – Corrie de Ruiter
9. Four Father’s – Melissa Chiarot
10. Kypreos – Dee-Anne Miller

Congratulations!

Motion to adjourn and seconded at 7:27pm.

*CARRIED.*

**Date of Acceptance of Minutes:** \_\_\_\_\_

\_\_\_\_\_

Noelle Fletcher, President

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Stacey DeMars, Recording Secretary