



C.U.P.E. Local 1883
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January General Membership Meeting
Wednesday, January 19, 2021
ZOOM

Executive Present: Noelle Fletcher, Bonnie Cobb, Rhonda Gould, Stacey DeMars, Crystal Davidson

Call to order: 5:35 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 Anne Coupland, Elizabeth D’Cruz, Lianne Horne, Megan Crawford, Ryanne Pramani, Tuna Yaylaci, Sourav Chakraborty to CUPE 1883.

Secunder Bonnie Cobb

No new members in attendance.

CARRIED

Reading of Minutes of Previous Meeting

Not done/posted

Matters Arising Out of the Minutes

NONE

Treasurer’s Report

Crystal made a motion to accept December’s numbers

CARRIED

Communications

NONE

Executive Board Reports

Job Evaluation Report

Nothing to report as JE position is currently empty

Bonnie – Grievance report

4 outstanding grievances
3 scheduled for Friday
1 just withdrawn

I have asked Bev for availability for training and I have been inviting stewards to investigations and grievances when possible, based on their availability. Thus far stewards have been eager to attend.

I will know in February if the SSWCC is virtual or in person, CUPE board meets Feb 2022 about it.
I attended the forgotten on the Frontline very good session...here are things locals can do to support Social Services and the frontline

1. Ask at all Union/Mgt meetings for an update on Recovery and Renewal.
2. We could connect with Simon Collins who would help write a motion to put forth to the regional council about Recovery and Renewal--it would then have to speak to it and become a public record.
3. Share our report back from SSWCC to members and anyone running for local re-election.

Discussion - None

Bonnie – Motion to accept Grievance chair report. Secunder – Stacey
CARRIED

Rhonda – Health and Safety Report

KN 95 mask have been given to front line staff at welcome space clinics and any place where the 6 ft distance can not be obtained. KN 95 mask are form fitting to the face to offer better coverage

All members working in a shelter will be N95 Mask fit tested and given N95 mask
Looking for a Health and Safety rep for Library HQ and for 99 Regina Street.

Returning to the office talk has been paused for now no new information

Contact tracing is now up to the Employer and not Public Health. Hence all the stall memos regarding contract tracing. The information was changing daily from the province that is why so many emails with changes

Discussion - None

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

Noelle – President's Update

Update on redeployment – shelter situation remains static – as one gets there staff back, others loose staff to isolation/illness

Sunnyside continues to have issues with staffing. Some employees have volunteered but it still may be an issue

I want to reiterate under the Reopening Ontario Act – the municipalities have the right to redeploy people.

We understand people's hesitancy and concern about volunteering to work in long term care or shelters. And understand that it may not be possible for many. But if it happens and that is **IF IT HAPPENS**, then you will not have a choice. What is different this time is that people are not being laid -off, so choosing lay-off versus redeployment is not an option. The other thing that is different is they are looking at skill/experience people have before redeploying – that can be looked at as good or bad. As it highlights some roles over others for redeployment.

I worked my first shift at the shelter on Monday night and Bonnie is working in the Welcome Space in Cambridge, Rhonda is working back up at the Welcome Space at 99 Regina. We all volunteered to do so. Our choice – I am not reiterating this to quilt or shame anyone into volunteering I just want everyone to understand what could happen. If you volunteer you may have some control over where and when.

The Crime Prevention Council has been disbanded and laid off – it is affecting 3 permanent full-time members and one part time staff.

Discussion - None

Noelle – Motion to accept the President's report. Seconder - Bonnie

CARRIED

Reports of Committees and Delegates

Joan Ang attended Racial Justice, Human Rights and Women's Virtual Conferences.

This was my first time attending a CUPE conference, so it was overwhelming.

I attended all four days and in hindsight, it was probably too much for me.

My biggest takeaways were:

- I don't know what our Local has done related to Racial Justice/Human Rights/Women's issues
- Our Local should review CUPE Ontario's Anti-Racism Organizational Action Plan, CUPE National's Anti-Racism Strategy, CUPE Ontario's We Believe You: Sexual Violence and Harassment in Union Spaces guide.
- Our Local should review collective agreement from an equity lens, including anti-discrimination section, add National Day for Truth and Reconciliation as a holiday, make sure that gender affirming medical care is covered by health plans, look at how family is defined for bereavement leave, etc.
- Our Local should review our bylaws from an equity lens.
- This is going to be a lot of work; it would make sense to have a Human Rights/Equity committee and a member of the executive to lead it. This committee should also be holding the employer accountable.
- Our Local needs to be better at connecting to membership and have structure and organization to help with advocacy.
- Now is the time to start organizing around the provincial election.

Unfinished Business

None

New Business

Nominations for President, Vice President Job Evaluation and Treasurer

Treasurer

Crystal Davidson

Ray Hoover

Vice President Job Evaluation

David Popplow

President

Noelle Fletcher

Good of the Union

Meeting Adjourned

CARRIED.

Date of Acceptance of Minutes: January 31, 2022

Noelle Fletcher

Noelle Fletcher, President

Stacey DeMars

Stacey DeMars, Recording Secretary