



C.U.P.E. Local 1883
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April General Membership Meeting
Wednesday, April 13, 2022
ZOOM

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

Call to order: 5:41 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

Motion to accept the following as new members of CUPE Local 1883: Ya-Han Yang, Huda Muhsin, Christopher Taylor, Lindsey Briggs-Clause, Brynn Harlock, Nicole Davies, Lilian Jacinto
Second: Steve Wood

No discussion

CARRIED

Reading of Minutes of Previous Meeting

February and March 2022

Matters Arising Out of the Minutes

None

Motion to accept meeting minutes from February and March 2022
Second: Bonnie Cobb

CARRIED

Treasurer's Report

NONE – Treasurer on vacation

Discussion

NONE

Communications

Newsletter went out on April 6, 2022 with a link to a survey. Responses mostly positive, and voted to have the newsletter go out quarterly. Next edition will go out first week of July.

A copy of the newsletter has been posted on the [CUPE 1883 Website](#) . You can also find the survey posted there as well.

If you want to have something shared through the newsletter, please email communications@cupe1883.ca

Executive Board Reports

- 1. Grievance Report** – 5 outstanding grievances: I have emailed Zilda have not heard yet and have now sent this one to arbitration

Noelle and I went through all the outstanding arbitrations and decisions will be made on next steps with them. As well, Noelle is going to send the list to Zilda and see where the Region is with them.

Noelle and I went through the Stewards Training as Bev has said she will do some as well.

An email went out to all the stewards for training opportunities and some have responded to Stacey for scheduling.

Members have reached out to me from QA in regards to positions changing and no EOI going out we need to discuss this at exec mtg today.

Member has reached out in regards to vacation being denied- further discussion at this exec mtg today.

Attended the SSWCC conference feel it went well and I was re-elected to represent Municipal employees.

I will be attending the OMSSA Policy conference for SSWCC May 2/3/4 2022.

I have a face-to-face meeting in Markham for SSWCC May 12/13 2022 Question about job share and how often it happens

Motion to accept report, seconded by Steve Wood - *CARRIED*

- 2. Secretary Report** – Looking for one or two people for the communications committee. If interested or have questions, please reach out to me secretary@cupe1883.ca
Motion to accept report, seconded by Noelle Fletcher – *CARRIED*

- 3. Job Evaluation Report** – None (no one in the position currently)

- 4. Health and Safety Report** – Health and Safety committee are short with CUPE members (still in compliance as we did have extra on the committees. - spoke with national rep in regards to this).

If you are interested, please reach out to me. 150 Main Street, 150 Frederick Street, and Waterloo Landfill are in need of reps.

I have sent emails to people that work at those locations. Just waiting on responses.

If you are interested in being on a committee (even if not one that was mentioned) please email me at healthsafety@cupe1883.ca . I can add members to the list - start a waiting list.

Now that training is starting to return, I will be looking at booking RTW (return to work) training. Please email me at healthsafety@cupe1883.ca if you are interested in being a RTW person. or if you have any questions please reach out.

Discussion: Steve W has been added to the waitlist at 235 King, and Ann Marie H added to the waitlist at 150 Main

Motion to accept report, seconded by Bonnie Cobb – *CARRIED*

5. **President Report** – We are sad to announce that David Popplow has resigned as Vice President, Job Evaluation. David and his wife are soon commencing on a new journey. Congratulations Bluenoser!

We have an important election coming up in 50 days. On June 2, we elect our (new) provincial government. It is important to VOTE. Please vote on June 2.

Though I cannot tell you how to vote, I want to remind you of some of the things that affect us all. Public Health Modernization – which looks to dismantle public services and cut public health spending by \$200 million reduce the number of public health units from 35 to 10. Loss of jobs, public education and vaccine services are just a few things that will be affected.

Social Assistance Reform – which has included the privatization of employment programs and job losses and opens up the ability for private service providers to enter in a service delivery.

Please review the OFL tracker that is posted on our website: <https://ofl.ca/ford-tracker/>

<https://healthydebate.ca/2022/04/topic/end-public-health-ontario/>

<https://maytree.com/publications/changes-to-social-assistance-could-harm-not-help-people-living-in-poverty/>

The Region's employee well-being program is being rolled out soon – they have asked all the unions to support this endeavour, and we have a meeting with Geeta Sharma, director, Wellbeing and Occupational Health and Safety next Tuesday to review in more detail.

The ROW is releasing a new parking and mileage policy to coincide with all the changes in the workplace.

I again want to reinforce that all of you are our eyes and ears at the ROW. If you feel that the collective agreement has been violated, you need to bring it forward for discussion to the Executive. I also want to remind people that there are time limitations for filing grievances.

We need people to get involved. We have a number of positions that are vacant and 2 new executive positions that we want to utilize. We are all in this together. We are the union. We are going into bargaining again next year. We need to show our solidarity.

Motion to accept report, seconded by Ann Marie Hagey – *CARRIED*

Reports of Committees and Delegates

Stacey and Bonnie attended the SSWCC Conference March 24 – 27. Lots of rallying about getting Doug Ford out of office, for the sake of all of our livelihoods. Lots of eye-opening numbers; the amount of members working in a school setting (EA's, custodians, etc.) – half make under/around \$40,000/yr. The importance of repealing Bill 142 (Wage cap) for first responders.

Unfinished Business

None

Noelle cedes chair

New Business

Elections for Trustee (2 positions) and Sergeant at arms (1 position).

Nominations for Trustee: 2-year term: Bonnie nominated Kristine Tumm (accepted) and Bonnie nominated Erka Clow (declined). Kristine acclaimed.

Nominations for Trustee: 1-year term: Rhonda nominated Steve Wood (accepted) and Crystal nominated Shaily V (declined). Steve acclaimed.

Nominations for Sergeant at arms: 2-year term: Cheryl E nominated Steve Wood (accepted). Steve acclaimed.

Nominations for Vice President, Job Evaluation: Shaily V nominated Cheryl Ertel (accepted). Further nominations and elections for this position will happen in the May 2022 General Membership Meeting (May 12)

Discussion: Shaily asked if the Sergeant at arms needs to be in person (once we resume in-person meetings) and Noelle responded that attendance at GMM's is required (exceptions apply, e.g. on vacation)

Noelle takes chair back

Good of the Union

None

Motion to adjourn meeting at 6:42pm by Noelle.

No discussion.

CARRIED.

Date of Acceptance of Minutes: April 29, 2022

Noelle Fletcher

Noelle Fletcher, President

Stacey DeMars

Stacey DeMars, Recording Secretary