



**C.U.P.E. Local 1883**  
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**June General Membership Meeting**  
**Tuesday, June 14, 2022**  
**ZOOM**

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

**Call to order:** 5:32 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:

(This list is for the April new members, received on May 18th)

Motion to accept the following as new members of CUPE Local 1883: Munira Kassam, Sammi-Jo Kozicki, Chelsea D'Cruz, Amalia Walker, Conrad Coutts, Aneta Gawel

Do I have a seconder? - Ryan

Discussion? No

*CARRIED*

**Reading of Minutes of Previous Meeting**

May 2022

**Matters Arising Out of the Minutes**

None

Motion to accept meeting minutes from May 2022

Secunder: Rhonda

No discussion

*CARRIED*

**Treasurer's Report**

Crystal to present: **None**

Moved to electronic invoices and having issues getting some online

**Discussion**

NONE

## **Communications**

Newsletter: next one goes out early July – reminder - If you have something you want to share with the membership through the newsletter, email [communications@cupe1883.ca](mailto:communications@cupe1883.ca)

## **Executive Board Reports**

**Grievance Report** – Currently there are 5 outstanding grievances two will not be heard for a while as members are on sick leave.

All files going to arbitration have been reviewed; there are currently 9 slotted to go to arbitration. It is the hope that we will have a couple more meetings with HR and come to a resolve.

The CW workload grievance remains in abeyance and will be discussed at a special cw meeting.

Members need to be fluent/aware of equity/inclusion and diversity in job interviews seems to be coming up as an issue in job competitions.

We now have an arbitration committee that will start looking at files to go to arb they are Ray Hoover, Janet Francis, Paula Giles and Cheryl Mascoll.

As always please reach out to GC if interested in becoming a rep.

Motion to accept report, seconded by Noelle

Discussion: Member asked what the backlog was in arbs. Bonnie says this is due to lack of available arbitrators

*CARRIED*

## **Secretary Report** – none

**Job Evaluation Report** – I have met with the Region of Waterloo job evaluators Sherri Mathis and Lisa Fonseca and we completed some training. There are some jobs in the Q coming up for evaluation very soon.

Thank you to all who have come forward to join the job evaluation committee. Noelle and I are meeting on June 22, 23, 24 to finish the training. An email to all committee members will be sent soon. And we will schedule some training sessions.

Seconded – Jill

Discussion: Member had a question about the JE timelines; if a JE is done and there is no change, how long before the next one can be done? Answer – 6 months at least, and changes to the job must be apparent

*CARRIED*

## **Noelle ceded chair to Stacey**

## **President Report** –

Hybrid – continues to roll out throughout the ROW. Each department has their own unique way of implementing it. It will not be exactly the same for each department. But we want to hear from you if there are any anomalies, things that are going well or things that may need to be changed. We are discussing things with each department, but want to keep an ongoing list in case we need to add language to the CA in the next round of bargaining.

The ROW has given notice to the union regarding article 19 – Premium Pay and Allowances – according to the notice overtime and on-call provisions were not adhered to “in a few circumstances” and now they will be adhering to the policy. For them to give us notice would suggest that members were being

over paid or receiving premium pay when they should not. If this applies to you or you see any changes to overtime, call-in or stand-by pay please contact myself or Bonnie.  
This is our last General Membership meeting until September.

Motion to accept report, seconded by Bonnie

Discussion Member asked about compressed work week and taking a half hour lunch vs. an hour. RoW says this isn't allowed

*CARRIED*

**Noelle takes chair back**

**Health and Safety Report** – Rhonda presented, seconded by Janet, no discussion

*CARRIED*

**Reports of Committees and Delegates**

None

**Unfinished Business**

None

**New Business**

None

**Good of the Union**

None

Motion to adjourn meeting at 6:20pm by Noelle.

No discussion.

*CARRIED*

**Date of Acceptance of Minutes: June 30, 2022**

*Noelle Fletcher*

Noelle Fletcher, President

*Stacey DeMars*

Stacey DeMars, Recording Secretary