



C.U.P.E. Local 1883
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April General Membership Meeting
Thursday, May 12, 2022
ZOOM

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

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: No new members as of this meeting

No discussion

CARRIED

Reading of Minutes of Previous Meeting

April 2022

Matters Arising Out of the Minutes

None

Motion to accept meeting minutes from April 2022

Secunder: Bev Grabe

CARRIED

Treasurer's Report – See Attached

Crystal presented March and April 2022

Motion to accept the treasurer's report for March and April 2022 as presented?

Secunder: Noelle (March) and Janet (April)

Discussion

NONE

CARRIED (APRIL AND MARCH)

Communications

Newsletter reminder – if you have something you want to share with the membership through the newsletter, please email communications@cupe1883.ca

Next issue July 2022

Executive Board Reports

Grievance Report – Zilda our HR rep is leaving the region Noelle and I are working on a strategy to have the outstanding grievances heard.

7 Stewards have attended training and one is registered for further training this May. We have a total of 13 stewards hoping to obtain more. There has been discussion about arranging a committee of stewards to hear cases and vote on whether grievances go to arbitration. We must follow the CA. GR. Chair will approach Bev Newman again to do another series of steward training hopefully summer or fall.

Motion to accept report, seconded by Bev - *CARRIED*

Secretary Report – none

Noelle ceded chair to Stacey

Job Evaluation Report – have not done any JE's since last meeting. The way it's done right now needs to change, it's difficult to evaluate using the parameters set out when you don't know the job. Looking to come up with a plan on how to do these evaluations going forward

Motion to accept report, seconded by Steve

Discussion: [redacted] asked about the PA jobs that were evaluated a couple months ago – no info yet as per Noelle. Noelle to look into it.

CARRIED

President Report –

Politics – the importance of voting, the election is coming up (June 2). A lot of things could change if the current government remains in place.

18% of municipal revenue comes from the provincial government and 4% from the federal government. The other 84% is raised locally through property taxes and other sources (including user fees).

Over the past 25 years, transfers to municipalities from the provincial and federal governments have reduced as the higher levels of government have cut corporate and personal income taxes for the wealthiest people.

Before the last provincial election in 2018, [Ontario had the lowest public spending](#) across Canada. If in 2017, Ontario spent at the average of other provinces, it's budget would be **\$29 billion more**. That could pay for better municipal services, healthcare, long-term care, child care, public transit, and a range of other services.

The Doug Ford government chose further tax cuts and reduction in public spending. As a result, municipal governments have faced more pressure to reduce services and/or increase user fees.

For example, The Ontario government cut public health funding in 2019, transferring more of the cost onto municipalities. In the pandemic, municipalities received COVID-related funding from federal and

provincial governments, which helped sustain public health in 2020 and 2021, but now municipal governments are scrambling to find funding for public health.

The Ford government has been able to get away with cuts in part because there's a perception that Ontario spends too much money. But in fact, Ontario doesn't have a spending problem – it has a revenue problem. Eliminating corporate welfare, raising taxes for corporations and the wealthiest individuals can help pay for services we all need.

Parking policy – no one is being charged for parking but you will be paying a taxable benefit

We have some people leaving the Region – Zilda Amaral, this is causing a hole in labour relations, and we found out that Heather Larmer is coming back for a few months to cover. Candace Nameth, the manager of disability management program is leaving at the end of the month. Anne Steadman is also retiring.

Returning to work, we have no concrete answers as of yet, but heard that we'll go to full capacity at the end of May. Mask mandates are likely to be lifted.

Committees – someone mentioned we do not have a list of descriptions/duties of the committees on our website, so we have done that now. Our power lies in our collective voice! We really need people to get involved, the 6 of us cannot do the work that needs to be done for 900 members.

Noelle provided a brief overview of each committee.

Motion to accept report, seconded by Bev

Discussion – [redacted] – wouldn't they reimburse you for parking at a building that isn't your home building?

Noelle – not necessarily, that's why I urge you to discuss with your supervisor beforehand. Still looking for more clarification

[redacted] – looking at 20 Weber, there's no underground parking, which poses a risk in the winter months for people with accessibility issues.

Noelle – this has been brought forward; these issues will be taken into consideration when the time comes

– *CARRIED*

Noelle takes chair back

Health and Safety Report – Thank you to those who stepped up for the H&S committee. Still have vacancies so please let me know if you want to step forward and I will put your name in. We are updating the info on the website. Should be updated soon.

RTW – going down to 1 person by the end of May

Motion to accept report, seconded by Steve –

Discussion: [redacted] asked about the scent policy – we've asked HR for the policy and asked the advisor. Rhonda to follow up. [redacted] asked about fire wardens/safety and how it works for hybrid. Rhonda replied that H&S is working on it now.

CARRIED

Reports of Committees and Delegates

None

Unfinished Business

None

New Business

Elections and nominations for VP, Job Evaluations

Bev – Call for nominations

Laurie nominated Lisete Gaspar

Cheryl Ertel previously nominated

Lisete accepts nomination

Cheryl accepts nomination

Lisete spoke

Cheryl spoke

Vote: Cheryl with 67%

Noelle did the Oath of Office with Cheryl

Good of the Union

None

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

No discussion.

CARRIED.

Date of Acceptance of Minutes: May 31, 2022

Noelle Fletcher

Noelle Fletcher, President

Stacey DeMars

Stacey DeMars, Recording Secretary