



C.U.P.E. Local 1883
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September General Membership Meeting
Thursday, September 22, 2022
ZOOM

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

Call to order: 5:35 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 June - August)

Motion to accept the following as new members of CUPE Local 1883: Michelle Kratky, Susanne Sigl, Elizabeth O'Meara, Meagan Bentley, Wanda Elkerton, Sarah Beland, Crystal Kraemer, Adam Toplician, Sehrish Khan, Dalia Nahas, M Kate Charman, Tara Vlahovic, Kiera Grainger, Oliver Kavelman, Angela Montgomery, Claire Stubbe, Logan Brand, Victor LeFort, Claire Elliott, Francesca Boncoddo, Andrew Sioen, Lisa Collins, Jordan Dickison, Jocelyn Berman, Igor Shramchenko, Jules Phorson, Arshdip Nagra, Lev Justin Silvosa, Alison Swayze, Evan MacDonald, Oghenefego Akpomi, Carolyn Cartmill, Zainab Mahdi, Ana Vujinovic, Maria Strada, Carly Smith, Jerome Strader, Rhonda Warren, Christopher Brown, Ashley Graham, Tyler Marshall, Sarah Brown, Candice Bujold, Hardeep Kaur

Also, welcome back to Linda Stone, Lynda Gourlie and Nicholas Stroeder who have returned to 1883.

Discussion? Member asked if the last 3 members are management – Noelle replied that their jobs were management support which kept them out of 1883, but their jobs were 'redone' and it was a grievance that brought their jobs back to 1883.

CARRIED

Reading of Minutes of Previous Meeting - June 2022

Matters Arising Out of the Minutes

None

Motion to accept meeting minutes from June 2022

No discussion

CARRIED

Treasurer's Report

Crystal to present: May, June and July

Discussion for May report

Brought forward

CARRIED

Discussion for June report

NONE

CARRIED

Discussion for July report

NONE

CARRIED

Communications

None

Executive Board Reports:

Grievance Report – There are 8 outstanding grievances

Two outstanding Step 1's

Three outstanding arbitrations

We have settled a couple of arbitrations with positive outcomes for members

Some important dates to mark in your calendar if you are interested in attending:

Saturday November 26/2022 Social Service Sector Forum 9-12

March 2 thru to 5th Social Service Sector Conference- Sheraton Toronto

Members reaching out about safety issues at offices please always keep us informed and we appreciate you reaching out after all You are the union.

Anyone interested in stewarding reach out to me at grievance@cupe1883.ca

Motion to accept report, seconded by Noelle

CARRIED

Secretary Report – none

***Noelle ceded chair to Stacey**

Job Evaluation Report – have met with the Joint Job Evaluation Committee regularly to review maintenance reviews, new jobs and reorgs. The ones that have been completed and incumbents notified are:

* Real Estate Consultant (2 incumbents)

Maintenance review requested. Last JE 2008

Moved from Gr 12 to Gr 14 as a result of increase to language and communication and responsibility for people factors.

* Senior Real Estate Consultant (1 incumbent)

Maintenance review requested. Last JE 2017

Moved from Gr 15 to Gr 16 as result of increase to responsibility for people, mental effort and complexity, freedom of action and sensory demands factors.

*Information Analyst (Hydrogeology) - No incumbents in the position currently.

Revised Vacant Review. Last JE 2005.

Moved from Gr 11 to Gr 13 as a result of increase to Education, Experience, Language, Complexity and Sensory factors.

* Water Program Coordinator (4 incumbents)

Maintenance review. Combined 3 jobs into one.

Communications Coordinator (source water protection) (R01355) - last JE 2009

Coordinator (water efficiency) (R00639) - last JE 2017

Communications Coordinator (water efficiency) (R01104) - last JE 2018

All jobs moved from grade 11 to grade 12 as a result of an increase in operational responsibility, responsibility for people, mental effort and complexity, freedom of action & physical demands factors.

*****These jobs were combined because in January 2021 a reorg took place in which the Water Efficiency Section was absorbed by Hydrogeology and Source Water Protection. Jobs in Water Efficiency moved over and R00639 (formerly known as Water Efficiency Coordinator) was combined with other jobs performing similar/like work—R01355 Communications Coordinator (Source Water Protection) and R01104 formerly titled Communications Coordinator (Water Efficiency). All three positions were re-titled Water Program Coordinator. *****

* Water treatment process technician (1 incumbent)

Maintenance review. Last JE 2004

Moved from Grade 12 to Grade 13 as a result of increase to language and communication and responsibility for people factors.

There have been some reorganizations of some positions.

In CSD between SQI and EIS effective immediately that sees the transfer of a vacant Administrative and Operations Assistant position (R00110) (was member who retired July 2022) to Employment and Income Support. It has been determined that this position is not needed as an Administrative and Operations Assistant. EIS will be holding it in abeyance.

A permanent reorganization has been approved in Transit Services that sees repurposing a vacant R01259 Division Assistant (Transit) (to be vacated Aug 31/22 by incumbent) to R00884 Cash Control & Admin Clerk.

There are many in the queue still and we meet weekly to review new submissions that are ready.

Job Evaluation Committee. We are still in need of members for the joint job evaluation committee. This would involve training so that you know how to use the job evaluation plan. Time commitment is minimal, any further questions can be directed to jobevaluation@cupe1883.ca. Looking to get a committee together and trained this fall.

Working on creating a comprehensive document to track all jobs, maintenance submissions, requests, job evaluations, inquiries and reorgs to streamline the process and organize the system better.

Discussion brought forward that there are two positions in housing that JE needs to look at as one is new, and one is being altered.

CARRIED

***Noelle took chair back**

Health and Safety Report - Health and Safety Update

150 Main Street tents in the parking lot

The response was corporate is working hard with the appropriate regional groups. It is really political. And email was sent out from facilities in regard to what employees should do while attending 150 Mina Street.

2. CUPE 1883 is always looking for health and safety committee members. If interested, please reach out to healthsafety@cupe1883.ca. Would be nice to have some members as a back up. With members moving offices on a regular basis.

3. Health and safety conference we have one spot left for November 2022.

4. Looking for members to join the RTW.

5. Disability management is not communicating with Union at all only inviting union RTW meeting. Only communicate with Disability Management via email.

Discussion brought forward about capturing all safety concerns.

CARRIED

***Noelle ceded chair to Stacey**

President Report – It has been a while since we all met. I hope everyone has had a great summer. We have had a change in labour relations, Zilda Amaral has left and our new LR person is Teesha Petker. We are getting to know her and her work style.

There have been a lot of changes in HR. Most of the Talent acquisition team is new and the entire Disability Management Team is new.

This has led to a complete breakdown in our communication and relationship with Disability Management. They are refusing to involve the union in anything other than “routine” RTW (return to work) meetings. I say routine but they are not how we have done them in the past. Meaning we had a lot more involvement in the RTW plans in the past as per our collective agreement. Rhonda will continue to challenge any RTW that does not fit with what the member requires.

We filed a grievance on the new practice and the Disability Management team refused to attend. We escalated this to both the manager and director of labour relations, and we have our National Rep involved.

We have now scheduled a meeting with Kim Bellissimo and all of the unions to see if we can come to some sort of resolve.

After that if we cannot resolve it, we will have to go to arbitration.

In the meantime, some of the changes you will see – if you are off work more than 5 days, they will

send you a FAF to complete. They will not accommodate anyone for working at home.

The DM have been calling members at home and we have had several complaints about there attitude and tone while talking to members. This is happening with other unions as well.

We have put in one grievance claiming bullying against one DM employee. We feel they are using the power they have in the position to intimidate our members.

We are advising members to correspond with anyone from DM by email only and to request a union rep if you feel things are not going well. Please CC Rhonda or I when you are requesting union representation.

If you are having any issues with DM, please reach out to Rhonda.

We are starting to prepare for bargaining again. We do believe this is going to be a tough round of bargaining with the ROW tabling many concessions. We anticipate the Voluntary Exit Option and benefits will be on the table.

We are also in negotiation regarding stand by at the ROW as a result of a grievance we are trying to remedy. The language is "out of date" it states

Where an employee, who is scheduled to be on call/standby, spends time on the telephone resolving an issue, he or she shall be paid the appropriate overtime rate of pay in 15-minute increments (to the nearest exact 15 minutes that is longer) for time spent on the telephone 75 and documenting calls. ii) If it is determined that the issue cannot be resolved by a telephone call the employee on stand-by shall respond to the scene of the incident without undue delay and shall be compensated as per 19.03 a) above. It also states you will receive a pager.

There is a dispute about resolving issues on the phone vs opening up your laptop and completing work now that we are working from home more often and in some cases completely. If you have any input into this, we would like to hear.

This round of bargaining we have initiated a bargaining Panel. The goal of this panel is to have some representation from other areas of the ROW. For the last 6/7 years we have had a lot of representation from CSD. There is absolutely nothing wrong with that and all processes have been followed but we want to ensure all members concerns are being heard. We will be sending out a survey again but also want some other members to help with the bargaining process. This will not replace the mobilization committee who still have a huge role in bargaining. This panel will not be at the bargaining table but will assist with bargaining priorities.

Last, I want to talk about the importance of the municipal election. We will be sending out some emails about candidates. We are not telling you who to vote for, but we are asking you to pay attention to the candidates' priorities. We would like some labour friendly councillors on regional council. This is the time we can elect our bosses. Regional Councillors make decisions that affect us all at work. For example, closing of our regional childcares that have left many without care for their children. And many women without employment. And a reminder that the only layoff that the ROW has had in the last couple of years are 1883 members.

Discussion brought forward about Disability Management – informing the membership about the procedures in place now with this department.

CARRIED

***Noelle took chair back**

Reports of Committees and Delegates

Trustee report presented for January 1 – December 31, 2021 by Ray Hoover

CARRIED

Unfinished Business

None

New Business

- Nominations for Member-at-Large - A Member at Large sits on the bargaining committee and participates in all aspects of bargaining. Time commitment – may increase as we get closer to bargaining. The Member-at-Large will be booked off work to assist, however there is an expectation that some of the work will be completed on your own time.
- Nominations for Bargaining Panel - The bargaining panel is an elected group of members who support the bargaining committee. They do not bargain with the employer. The panel's job is to attend bargaining committee meetings and do the necessary research and fact-finding to ensure that member's interests are protected. The panel should also be aware of member priorities and concerns and be prepared to update the membership when appropriate. The goal is to have a panel that is diverse and from different areas of the Region. Time commitment - Members will be booked off work to attend these meetings, however there is an expectation that some of the work will be completed on your own time.

Call for nominations went out.

Nominations for **Member-at-Large** – Steve Wood nominated by Rhonda Gould

Nominations for the **Bargaining Panel** – Richard Belanger nominated by Kim Koch, Joanna Kostecki nominated by Steve Wood, Ann Marie Hagey nominated Bev Grabe

Nominations will still be accepted at the next GMM (Oct 13th) and elections will take place during that meeting as well.

Good of the Union

None

Adjournment

Motion to adjourn meeting at 6:46pm by Noelle.

No discussion.

CARRIED

Date of Acceptance of Minutes: September 28, 2022

Noelle Fletcher

Noelle Fletcher, President

Stacey DeMars

Stacey DeMars, Recording Secretary