



C.U.P.E. Local 1883
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October General Membership Meeting
Thursday, October 13, 2022
ZOOM

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

Call to order: 5:36p.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

New Member list has not been received this month yet (populates and sends on the 18th of each month)

Reading of Minutes of Previous Meeting - September 2022

Motion M/S Stacey DeMars/Bev Grabe to accept the minutes from the September 2022 General Membership Meeting

Discussion?

CARRIED

Matters Arising Out of the Minutes?

Treasurer's Report

Motion M/S Crystal Davidson/Bev Grabe to accept the August 2022 Treasurer's Report

Discussion?

CARRIED

Communications – none to report

Executive Board Reports:

Grievance Report – One arb heard with some movement and 5 more dates booked.

One step 1 outstanding but has been booked for next week.

We have heard four grievances but have about 8 outstanding but as we resolve one more are filed.

Motion M/S Bonnie Cobb/Bev Grabe to accept Grievance report

Discussion? Member brought question forward

CARRIED

Noelle ceded chair to Stacey

Job Evaluation Report – 6 job evaluations completed since last GMM. Nothing further to share at this time as the results have not been completed and shared with members.

Motion M/S Noelle Fletcher/Steve Wood to accept Job Evaluation report

Discussion?

CARRIED

Noelle took chair back

Health and Safety Report – TDB

Motion M/S Rhonda Gould/Bev Grabe to accept Health and Safety report

Discussion?

CARRIED

Noelle ceded chair to Stacey

President Report – I do not have a president's report tonight. I was on vacation and just returned on Tuesday.

We are sending out a list of candidates that have been endorsed by CUPE Ontario and the Waterloo Labour Council.

Each candidate is asked to complete a survey that asks questions such as:

- Do you support the privatization of public services?
- Do you believe in affordable housing?
- What ideas do you have for improving transit?
- Do you think public libraries are important?
- How could libraries get the funding they need to maintain or increase their services?
- Do you support unions? Have you worked in a union environment or unionized job?
- What actions have you taken in the past to advance anti-racism, decolonization, and equity in the communities and organizations that you are a member of?
- What actions do you plan to take in the future?
- What will you do to add childcare spots in your municipality?

I also want to acknowledge that a former 1883 member and supporter of this union is running for council Michael Parkinson. We will also be sending out some information about him.

Reminder, please vote on October 24th ELECT YOUR BOSS

Motion M/S Noelle Fletcher/Bev Grabe to accept President's report

Discussion?

CARRIED

Noelle took chair back

Reports of Committees and Delegates

Bonnie – Social Services Committee Forum will be held on November 26/2022 9-12 noon free for all members a great way to reach out and see what is happening in other municipalities.

National Sector Conference - The work union members do is important and it became obvious during COV ID we are the fibre and backbone of our communities. Members are tired but extremely resilient. It is the employer's responsibility to not only look after your physical health but your mental health as well, this is why it is important that any incidents be reported and documented.

WE, YOU, ME are the union we need to fight against austerity and privatization. Our power is with our members our power is in Bargaining our power is in being mobilized and engaged as union members. All of our struggles are linked together with each other in our locals and as a CUPE family we are over 800,000 strong.

Sometimes it is not about the win but leaving the door open for future negotiations.

Crystal – National Sector - The CUPE national sector conference was held in Ottawa this past week and I had the pleasure of attending. There were many speakers and discussions were held about a variety of topics from inflation to P3 agreements. In the Municipal sector we heard from Angela MacEwan, CUPE Senior economist who spoke to us about inflation and its causes and myths. Inflation is not because too much money was printed and it should not hinder our members in negotiating raises. It is better to have inflation and higher wages than unemployment. When wages don't keep up with the cost of living, people have less disposable income and therefore spend less on discretionary items. CUPE members from across Canada shared their wins at the bargaining table as well as difficulties they have had. I heard of tactics and suggestions to get better collective agreements. Ideas such as shortening the time to get to top rate, negotiating wage reopeners, front load increases and negotiating increases as dollar amounts for lower salary levels instead of straight percentage increase. We heard from Tammana Koi of the Waterloo Wellington Water Watchers and the great work they do as a non-profit organization committed to the protection, restoration and conservation of local water and to educating the public about threats and the danger of Water takers that bottle water for pure profit. They are helping to fight against water and wastewater privatization. CUPE members from Quebec shared information about the Blue communities project which is an international project which recognizes communities that commit to banning or phasing out bottled water from municipal facilities and the sale of bottled water at events, that recognize that water and sanitation as a human right and promotes publicly financed, owned and operated water and waste water. P3 agreements are often promoted as being cost efficient and that they provide better service. This is not the case. When things are publicly owned and operated it removes profit from the equation. Focus is on service not profit as opposed to privately owned and operated services.

Discussion?

CARRIED

Unfinished Business

None

New Business

- Nominations and Elections 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 and Elections 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.

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

Acclaimed

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

All were acclaimed as there were 4 open spots for the bargaining panel.

Good of the Union

None

Adjournment

Motion to adjourn meeting at 6:27pm by Noelle.

Discussion?

CARRIED

Date of Acceptance of Minutes: November 8, 2022

Noelle Fletcher

Noelle Fletcher, President

Stacey DeMars

Stacey DeMars, Recording Secretary