



C.U.P.E. Local 1883
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October General Membership Meeting
Thursday, October 19th, 2023
ZOOM

Executive Present: Rhonda Gould, Ray Hoover, Noelle Fletcher, Stacey DeMars, Kristen Eva, Paula Giles

Call to order: 5:33p.m.

Equality Statement/Roll Call of Officers/Land Acknowledgment

Equality statement was read by Ray. Roll Call of Officers was completed. Noelle read the land acknowledgement.

Voting on New Members and Initiation

Adam Fraser	Julie Benson	Rachelle Wheatley
Alexandra Tlalka	Karishma Naraine	Robyn Wilk
Amy Wells	Katrina Fluit	Samir Rai
Angela Stercer	Kelly Ellig	Sandy Topaz
Anna Scribner	Kiel Moreau	Sara Robinson
Bailey Dearling	Krista Slavik	Sheila Braam
Branda Van Beers	Kristen Wilson	Sophia Lawlor-Grande
Brandon Walker	Laura Luangmany	Stephanie Meek
Cameron Burgess	Leah Winship	Thomas Suliman
Candace Sallans	Lutfiye Tutak	Tiffany Friel
Christina Anderson	Madeline Rivers	Valu Vakhshoori
Claire Holland	Marvin Morrison	Wayne Pielsticker
Crystal Mitchell	Monica Kainth	Yanting Liu
Elizabeth Scotland	Morgan Little	Zahra Pazoki Zadeh
Janine Fletcher	Natalie Cooper	Zari Amiri
Joy Haughton	Prit Patel	

Discussion? None

CARRIED

Reading of Minutes of Previous Meeting – Deferred

Treasurer's Report

Motion M/S Ray Hoover/Steve Wood to accept the September 2023 Treasurer's Report

Discussion?

CARRIED

Communications – none to report

Executive Board Reports:

Grievance Report – We have been busy. All of the Executive have been running lately with attending Investigations, Discipline meetings and Grievances.

Some of the latest Grievances involve commitment clauses, imposed discipline, the outcome of investigations, payroll processes, pay grade step levels, and failing to notify the union when we should be involved.

If you are experiencing a difficulty at work and think you might need union assistance, please reach out to any member of the Executive.

I want to talk a little bit about what goes into a Grievance.

Most Grievances start with a Step One- Complaint. That complaint usually goes to a supervisor and potentially a Manager, and the Region has 5 days to meet with the individual and the union and another 5 days to respond in writing.

If it's not resolved, we can move to a Step-Two, Grievance. This involves Labour Relations. For a Grievance we need to find a violation of the collective agreement, a violation of legislation (like health and safety, human rights etc), or a violation of the Regions own policies. Once again, the Region has 5 days to respond, 15 days to meet with us, and another 5 days to respond.

The most important piece is that we have 10 days after something happens to start the whole process. So it's important to get in touch with us right away if you have any concerns.

For a teaser, next month I'm going to talk about Complaints so stay tuned.

Motion M/S Paula Giles/Noelle Fletcher to accept grievance report as read for October 2023

Secretary Report - nothing

Job Evaluation Report – none

Health and Safety Report – Health and Safety looking for ongoing committee members please reach out to healthsafety@cupe1883.ca if interested or have any questions. We need people to be on the waitlist. If you have any H&S Issues, bring forward to Rhonda.

Safety plans – if you have a safety plan on file, please let me know. I don't need to know the details, just that you have one. The Region isn't always letting us know. We just want to make sure all the steps were followed.

Motion M/S Rhonda Gould/Steve Wood to accept the H&S report for Oct 2023

Discussion? None

CARRIED

Noelle ceded chair to Stacey

President Report – Not a lot to report this month.

We all got a notification from OMERs stating at its September 2023 meeting, the SC Board decided that this sustainability review will not result in changes to benefits or contribution rates. And the SC has committed that contributions will remain the same, including the existing allocations across the membership, until at least January 1, 2026. I am waiting for additional information and analysis about this from CUPE. Hopefully I will be able to report something soon.

Reminder our next GMM will be in person at Legion on Wellington. We will be sending out a registration so we know how much pizza to order and how many sweatshirts to bring.

In bargaining we attempted to negotiate an increase in vacation for everyone. The employer would only agree to increasing vacation for new members. At that time we made the difficult decision to not increase vacation for our newest members as we did not want it to take away from other financial gains.

When the ROW approached us after bargaining, we agreed to this increase as we were aware that the vacation time for under 2 years at the ROW was below industry standards.

They are not getting anything that we do not have, they are just getting it sooner.

We often negotiate things outside of bargaining. This is a big one but no one lost anything. If we did it in bargaining, we may not have been able to get the wage increases we wanted.

Reminder there is a process in place to formally discuss any work load issues. a reminder again takes breaks lunches and do not work for free. Just skews expectations and does not allow an accurate read of work load. Sets up others for failure today.

Motion M/S Noelle Fletcher/Steve Wood to accept the president's report for September 2023

Discussion?

CARRIED

Noelle took chair back

Reports of Committees and Delegates

None

Unfinished Business

None

New Business

None

Good of the Union

This is a time where we can discuss events, suggest things for the local, casual conversations, discuss how the local can work better, etc.

Adjournment

Meeting adjourned at 6:15pm by Noelle.

Date of Acceptance of Minutes: November 12, 2023

Noelle Fletcher

Noelle Fletcher, President

Stacey DeMars

Stacey DeMars, Recording Secretary