



C.U.P.E. Local 1883
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October General Membership Meeting
Tuesday, November 21, 2023
ZOOM

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

Discussion? None

CARRIED

Reading of Minutes of Previous Meeting – Motion M/S Stacey DeMars/Ray Hoover to accept the meeting minutes from September/October GMM

Discussion? None

CARRIED

Treasurer's Report

Motion M/S Ray Hoover/Rhonda Gould to accept the October 2023 Treasurer's Report

Discussion?

CARRIED

Communications – none to report

Executive Board Reports:

Grievance Report – Deferred (Paula Away)

Secretary Report - Just a head's up that we're working with HR and Compensation to come to a conclusion on the wage increase that we negotiated during bargaining. For a bit of background, the region has a certain way of maintaining wage increases to ensure that the grades and steps don't get too close to each other, which can cause issues in the future. From our understanding, they've been using this calculation since 2005. However, we've not had a flat rate increase since that time, and so when that formula was used this time around, we noticed some discrepancies.

For every member in a step 3 of their respective grade, your increase is correct. For those members in a step 1 or 2 of your grade, your raise wasn't quite what we bargained. There is a discrepancy of anywhere from 5 cents an hour to 13 cents an hour, not in your favour. In a recent meeting, the ROW has acknowledged this error and we will be meeting with compensation to work it out. Stay tuned!

Secondly, a reminder that the ROW has 90 days from ratification (Aug 30) to get your retro pay to you. You may see it on either the Nov 23rd pay or the one following - which is Dec 7. Last time, they waited until the very end to pay out, and we can expect the same this time around. Keep in mind, retro is only calculated from July 1 to the middle of September when our raises were added. Don't expect much!

Motion M/S Stacey DeMars/ Steve Wood to accept the secretary report for Nov 2023

Discussion? None

CARRIED

Job Evaluation Report – none

Health and Safety Report – none

Noelle ceded chair to Rhonda

President Report – The Executive have been meeting about the 2 new executive positions and we will be putting these suggestions out at the December 6th GMM and we will vote on adding these positions in January. Our goal is to have these positions up for re-election in February, the other positions that are coming up for re-election are Treasurer, President, Job Evaluation, Trustee: 3-year term and Sergeant at arms. If you are interested in any of these positions and want to know more information, please contact me or any of the Executive. Descriptions can also be found online and in our bylaws.

Regional launch of automated speed enforcement. In 2021 they rolled out these speed cameras in 16 school zones and this is being expended over the next 5 years where they expect to have speed cameras at 175 schools by 2028. What this means, is there will be additional 1883 positions. They will be phased in between now and 2028. Project Coordinator, Engineering Technologist, Screening Officer, CSA, Provincial Offences Officers. Administrative penalties program – rolling out in January. The revenue from this goes to the Region and the money stays in the region. If you want more information, let me know.

I want to take the time to thank Ray Hoover for stepping in and doing the treasurer position. As of December 1st, Kim Koch will be appointed to do the position until elections.

I recognize that Jill Dickinson is in the house, and we want to say Happy Retirement!

Motion M/S Noelle Fletcher/Bev Grabe to accept the president's report for November 2023

Discussion? None

CARRIED

Noelle took chair back

Reports of Committees and Delegates

Stacey – sharing a little bit about CUPE National – in regards to Children's Services. The resolutions were CWELCC Program which currently gives parents of 0–5-year-olds a 50% reduction in child care

fees. The other was paying the ECE's and RECE's the rate of pay that they are worth. They were both passed unanimously.

Unfinished Business

None

New Business

\$1000 – to Seven Generations for a Turkey Drive. Most of these people don't have the ability to apply for Christmas hamper programs.

Motion M/S Noelle Fletcher/Bev Grabe to accept the motion to give \$1000 to the Healing of the Seven Generations

Discussion? None

CARRIED

2024 Budget was presented to membership by Interim Treasurer Ray Hoover

Motion M/S Ray Hoover/Jill Dickinson to accept the 2024 Budget

Discussion? Member had question in regards to the amount paid to CUPE National each month.

Member had a question about leasing vs buying the building the CUPE 1883 Office is in.

CARRIED

Good of the Union

None

Adjournment

Meeting adjourned at 6:15
pm by Noelle.

Date of Acceptance of Minutes: November 27, 2023

Noelle Fletcher

Noelle Fletcher, President

Stacey DeMars

Stacey DeMars, Recording Secretary