



C.U.P.E. Local 1883
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**April General Membership Meeting
Monday April 15, 2024
ZOOM**

Executive Present: Rhonda Gould, Noelle Fletcher, Stacey DeMars, Kristen Eva, Paula Giles, Kim Koch

Call to order: 5:31p.m.

Equality Statement/Roll Call of Officers/Land Acknowledgment

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

Voting on New Members and Initiation

No new member list

Reading of Minutes of Previous Meeting – Motion M/S Stacey DeMars/[redacted] to accept the meeting minutes from April 2024 GMM

Discussion? None

CARRIED

Matters Arising Out of the Minutes

None

Treasurer's Report

Motion M/S Kim Koch/[redacted] to accept the February 2024 Treasurer's Report

Discussion? None

CARRIED

Communications – none to report

Grievance Report – Good evening everyone.

We continue to be busy working on some upcoming arbitrations, which are related to job loss, and relating to matters that have come out of downsizing in the last few years.

Recent grievances involve issues around vacation, and inter-personal issues between members.

You might wonder what happens when we go into grievances or investigations where one member is on the other side of the issue than another member. We have a duty to support both members in these processes and we do our best to do so. We will often assign different members of the executive to each member, keeping the support separate so that the same person isn't representing both members. That

also keeps things a bit more straightforward so that members don't have to be concerned that the Executive is taking the other members' side.

Please reach out to me by email with any questions or concerns. Remember these things are time sensitive so if you have questions the sooner the better. Just because you have a question, doesn't mean we have move forward with anything. You can reach me at grievance@cupe1883.ca

Thanks!

Motion M/S Paula Giles/[redacted] to accept the grievance report for April 2024

Discussion? None

CARRIED

Secretary Report – None

Job Evaluation Report - None

Health and Safety Report - None

Noelle cedes chair to Rhonda

President Report – The bylaw committee started to present the bylaws to the executive committee today; we're not done, but we will be hosting a special membership meeting on June 26 to present the new bylaws and have members vote. After the 26th of June, we'll submit them to CUPE National. Vacation seems to be an issue this year. I've never seen it like this before. As Aaula said, we've put in a couple grievances about this.

Another thing that has come up that we feel has been problematic is TAMS. You need to make sure that your TAMS is accurate. If a supervisor suggests to you that you not put in the exact times worked, please reach out. Do as they ask, but reach out. For example, if you work 1 - 9 and your supervisor tells you to leave it as 830 - 430. There may be shift premiums involved and TAMS is set up for that. If you don't put in 1 - 9, you may not get your premiums.

That is it for me.

Motion M/S Noelle Fletcher/[redacted] to accept the president's report for April 2024

Discussion? Question from member Val Paulley about flexing time during the day

CARRIED

Noelle takes chair back

Reports of Committees and Delegates

None

Unfinished Business

None

New Business

Notice of Motion made at last meeting - Noelle provided context for Motion #M2024-03-20

Motion M/S Noelle Fletcher/[redacted] to send \$1000 donation to Local 4903

Discussion? Motion Amendment M/S Paula Giles/[redacted] to increase the donation to \$2500 Motion #M2024-03-20.1

Question from member asking about CUPE Local 1883's strike fund

CARRIED

Motion to donate \$2500 to Black River Matheson Local 4903

Discussion? None

CARRIED

Good of the Union

There is a memorial happening for the National Day of Mourning in Riverside Park in Cambridge at 10:30am. Rhonda and Noelle will be in attendance and all are welcome. We've ordered a wreath to bring with us.

Adjournment

Meeting adjourned at 6:15pm by Noelle.

Date of Acceptance of Minutes: April 25, 2024

Noelle Fletcher

Noelle Fletcher, President

Stacey DeMars

Stacey DeMars, Recording Secretary