



C.U.P.E. Local 1883
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Marcg General Membership Meeting
Wednesday, March 20, 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

Motion M/S Stacey DeMars/Bev Grabe to accept new members to CUPE Local 1883

Discussion? None

CARRIED

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

Discussion? None

CARRIED

Matters Arising Out of the Minutes

None

Treasurer's Report

Motion M/S Kim Koch/[redacted] to accept the December 2023 Treasurer's Report

Discussion? None

CARRIED

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

Discussion? None

CARRIED

Communications – none to report

Grievance Report – Good evening, everyone.

We don't have a lot to report this month. We have very few grievances at the moment although we are

spending a lot of time preparing for arbitrations, mostly involving job loss.

I would like to remind everyone that the vacation request deadline is coming up. According to our Collective Agreement, we have until the end of March to submit our requests, and vacation confirmations go by seniority. Vacation time off requests come before lieu time off. We have been alerted by staff that some folks have asked to submit early, and that in certain areas of the Region, Management has not been following the Collective Agreement so please let us know if you have any questions or concerns about the process, or about how things are being handled in your department. That's all I have tonight.

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

Discussion? None

CARRIED

Secretary Report – Just a reminder to check the seniority list for errors

Motion M/S Stacey DeMars/ [redacted] to accept the secretary report for March 2024

Discussion? None

CARRIED

Job Evaluation Report - 4 people have been trained for the job evaluation committee, and 2 more will be trained in April

We have done our first evaluations with the new committee members and a few more are anticipated before the end of March.

Motion M/S Kristen Eva/[redacted] to accept the job evaluation report for March 2024

Discussion? None

CARRIED

Health and Safety Report - Looking for a CUPE Rep for joint Health and Safety Committee at operations 100 Maple Grove. Please reach out if you are interested

For Returns to work or accommodation ask please reach out to me at healthsafety@cupe1883.ca

For health and safety issues at your location please bring forward to a member of your committee.

Any concerns please reach out.

Motion M/S Rhonda Gould/Paula Giles to accept the health and safety report for March 2024

Discussion? None

CARRIED

Noelle cedes chair to Rhonda

President Report – The Collective Agreement is finally completed. We anticipate it will be posted on the portal and on our website within 30 days

Printed copies will be distributed in approximately 6 to 8 weeks.

I need to update the Local about a lawsuit that was filed against the Local.

Approximately 8 years ago a member tripped and fell in our building on Ottawa Street. She subsequently sued us for \$750,000.

As some of you may know when you are dealing with an insurance company/claim you are not provided with very much information. I received sporadic updates and was questioned by her lawyer and the insurance company's lawyer.

I was not president then nor was I present when the accident occurred.

At that time our liability insurance was \$1 million.

In late January we received a letter explaining that though the claim is less than our policy coverage there is case law that a plaintiff can retroactively amend the amount sought in the statement of claim to conform with a jury award. If the jury awarded her more than \$750,000 and it was over a million dollars then the Local would be responsible for paying the difference.

Though this is unlikely, we made the decision to retain our own lawyer in this case.

This is something we did not budget for, therefore, if necessary, we may be coming to the membership to increase our operating budget line if it becomes necessary. Currently, we have a \$3000 retainer.

The pretrial is scheduled for April and if necessary, the trial date is June 10th which I will be attending.

We met with Terry Yantzi, yesterday the director of IT who talked about the Cyber Security.

There is additional information on the Portal about what to watch for and what to do if you accidentally open a phishing email or a link from outside the Region. Terry wants to make sure everyone knows that if you do click on a suspicious email, please let IT know. No one will be blamed.

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

Discussion? None

CARRIED

Noelle takes chair back

Reports of Committees and Delegates

None

Unfinished Business

None

New Business

Noelle gave notice of motion that we will be reviewing bylaw

Good of the Union

None

Adjournment

Meeting adjourned at 6:27pm by Noelle.

Date of Acceptance of Minutes: April 2, 2024

Noelle Fletcher

Stacey DeMars

Noelle Fletcher, President

Stacey DeMars, Recording Secretary