



C.U.P.E. Local 1883
1-300 Victoria St. N.
Kitchener, ON
t. 519-571-1452
f. 519-571-0528
www.cupe1883.ca

January General Membership Meeting

Monday, January 15, 2024

ZOOM

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

Call to order: 5:35p.m.

Equality Statement/Roll Call of Officers/Land Acknowledgment

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

Voting on New Members and Initiation

Motion M/S Stacey DeMars/BG to accept these people as new member of CUPE 1883: [redacted]

Discussion? None

CARRIED

Reading of Minutes of Previous Meeting

Motion M/S Stacey DeMars/SW to accept the meeting minutes from November GMM

Discussion? None

CARRIED

Matters Arising Out of the Minutes - None

Noelle ceded chair to Stacey

Treasurer's Report

Motion M/S Noelle Fletcher/BG to accept the November 2023 Treasurer's Report

Discussion? None

CARRIED

Noelle took chair back

Communications – none to report

Executive Board Reports:

Grievance Report – This month we have been attending a number of investigation meetings. These meetings happen when Management is trying to gather information about something that has happened. Sometimes the investigations are internal, which means that management, and possibly labour relations might attend.

Sometimes the Region hires an external agency to investigate. These folks are often lawyers, adjudicators or investigators. Sometimes our members might be the subject of an investigation, and sometimes management staff might be. Any CUPE member involved in an investigation, either as a witness or the subject, has the right to have the union present for the interview. It is always useful for us to be there in case something comes out of it later that we need to follow up on, or assist with so that we have a record of what happened.

We have also filed a number of Grievances regarding discipline, or dismissal, where we are generally asking for the discipline to be removed, decreased, or the person to be reinstated, or made whole. Please reach out with any questions or concerns that you have. Just because you call with questions doesn't mean we jump into a grievance. We can talk through options first.

Motion M/S Paula Giles/BG to accept the grievance report for January 2024

Discussion? None

CARRIED

Secretary Report - An update on the wage increases that we negotiated during bargaining. Step 3 for all grades was calculated correctly, however, steps 1 and 2 were off by anywhere between 5 cents and 13 cents an hour. We've had a few meetings and discussions around this, there's a lot of history with how the wages have been applied in the past and we realized that it didn't work out quite right this time around. It was because we haven't had any dollar increases since at least 2005, and this round we negotiated a \$1/hr plus a percentage. The correct wage should be reflected on this weeks' pay stub – if you notice any discrepancies, let one of us know. The new salary tables are posted on the Region's portal, and will be inserted into the new collective agreement. The agreement will then need to be signed by all parties and then can go for printing/posting.

Motion M/S Stacey DeMars/SW to accept the secretary report for January 2024

Discussion? None

CARRIED

Job Evaluation Report – We have completed several job evaluations in the last couple of months, including some new jobs.

We have a meeting scheduled with HR to review the job plan - some of the wording needs to be reviewed, and we need to make sure that it is possible to reach the new job grade 17.

We will be doing training in February for the Job Evaluation committee to start helping with evaluating jobs

Motion M/S Kristen Eva/BG to accept the Job Evaluation Report for January 2024

Discussion? None

CARRIED

Health and Safety Report – Always looking for members to be on the “waitlist” for the committee. At this time, I believe all Health and Safety committees are full or using the one on the waitlist . If interested, please reach out to me @healthsafey@cupe1883.ca

Community Services has a Health and Safety group that worked Safety plans and etc. Each month

will be different “themed” discussion. If interested please reach out to me @
healthsafety@cupe1883.ca.

If Anyone has a health and safety concerns please bring it forward to the health and safety committee at the said building.

Return to Work - Please reach out to me if I can be of any help with forms and process from HR. Any questions or concerns please reach out ASAP.

Please reach out any time if you have any Health and Safety Questions or concerns.

Motion M/S Rhonda Gould/ Bev Grabe to accept the Health and Safety Report for January 2024

Discussion? None

CARRIED

Noelle ceded chair to Stacey

President Report – Happy New Year!

I thought I would outline our goals for this year.

First, we are moving forward with the creation of 2 new Executive Positions a Diversity, Equity and Inclusion and Membership engagement Executive Member.

Diversity, Equity and Inclusion Coordinator – Shall be a self-identified member of one of the following equity-seeking groups: Aboriginal/Indigenous People, LGBTQ2s, Person living with Disabilities, Racialized Worker, Women or Young Worker (30 & under). They shall make efforts to engage equity seeking members with the union, advise the Executive Board and membership of current trends or topics concerning equity. Develop and implement initiatives/activities aimed at advancing equity in the workplace. Provide a range of diversity information and resources when possible. Provide guidance, when possible, through an equity lens to Executive and Membership.

Member Engagement - is about making sure all members feel included. They will be responsible for coordinating educational opportunities for members and chair the education committee making recommendations to the committee regarding opportunities and requests. They shall coordinate the annual Labour Day Activities and organize a minimum of three annual events to engage and mobilize members. They will open up channels of communication to engage members to strengthen our union to ensure members feel connected. (site visits and new members)

Our second goal is to finalize and update our bylaws. We will be hosting several special membership meetings to review and pass the changes to the bylaws so we can submit them to CUPE National for approval.

Our third goal is to continue working towards digitizing the office. We are working with a company on software we can use and develop tools so that the historic records are easy to find and access.

sick notes: We have been told that sick notes will not be paid for by the ROW unless they are on a RFMI. Please ensure that you ask for proper documentation if you are asked to submit a doctor's note or you will not be paid for it.

Motion M/S Noelle Fletcher/BG to accept the president’s report for January 2024

Discussion? None

CARRIED

Noelle took chair back

Reports of Committees and Delegates

None

Unfinished Business

None

New Business

a. Notice of motion to amend section 6, 7 and 8 of the by-laws to add two new positions to the executive, to be voted on during February (or next) GMM

i. Diversity, Equity and Inclusion Coordinator

ii. Member Engagement

b. Note: the Young Worker (under 30) has been moved from the Diversity, Equity and Inclusion Coordinator position to the Member Engagement position

b. Nominations for Elections that will be held February 15, 2024

i. President: two-year term –

1. Ray Hoover, nominated by LC

2. Noelle Fletcher, nominated by BG

ii. Vice-President, Job Evaluation: two-year term

1. Kristen Eva, nominated by SW

iii. Treasurer: two-year term

1. Ray Hoover, nominated by BG

iv. Sargeant-at-arms: two-year term

v. Trustee: three-year term

Nominations will still be taken during the February GMM.

Good of the Union

None

Adjournment

Meeting adjourned at 6:25pm by Noelle.

Date of Acceptance of Minutes: January 25, 2024

Noelle Fletcher

Noelle Fletcher, President

Stacey DeMars

Stacey DeMars, Recording Secretary