



**C.U.P.E. Local 1883**  
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**May General Membership Meeting**  
**Tuesday May 7, 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/[redacted] to accept new employees as members of CUPE 1883

**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** – none

**Secretary Report** – None

**Job Evaluation Report** - None

**Health and Safety Report** - JHSC are all full at this time however if you would like to be on the wait list for a location you work at please reach out to me.

I will be sending an email to all members on JHSC For a scheduled short meeting. I will be sending out the invite this week.

I would like to explain and discuss Near Miss because with the Region we have not been completing HR 18.

*What is a near miss?*

*The Occupational Health and Safety Act defines a near miss as an “unplanned event that did not result in injury, illness or damage, but had the potential to do so.” You can also define a near miss as a “close call”. Examples of near misses in the workplace are (almost falling on a spill in the garage or hallway, slipping on ice in the parking lot but not falling or hurting yourself, almost cutting yourself on a tool because the guard is missing or removed). Although a near miss does not cause an injury or immediate harm, it is an important indicator of possible future events where injuries, or worse case scenario, could occur.*

*Why are near misses so important?*

*A near miss should never be ignored and should be seen as a learning and improvement opportunity. It tells us that an uncontrolled hazard exists and gives us the opportunity to implement appropriate hazard controls, make improvements, and identify trends. It is crucial that all near misses are reported to your supervisor, recorded, and addressed as soon as possible in order to help prevent future incidents from occurring. By reporting near misses, employers and workers can significantly improve worker health and safety and ensure that the day-to-day operations meet the health and safety standards required by law.*

*Although a near miss system isn't required under OSHA law, eliminating known hazards is required. Please remember, Section 28 of the OHSA states that a worker must report any known workplace hazard or violation of the Act to the employer or supervisor.*

*Please complete an HR 18 with your supervisor. HR 18 track trends and they are helpful when Joint Health and Safety Committee is putting forward a recommendation or request.*

*We are all workers under the OHSA.*

Motion M/S Rhonda Gould/[redacted] to accept the H&S report for May 2024

**Discussion?**

*CARRIED*

*Noelle cedes chair to Rhonda*

**President Report** – Good evening,

There continue to be issues with the People's First Hub.

We are recommending that you continue to check the details of your pay stubs and information and let HR know about the errors.

If you do not receive a response in a week please let the union know and we will follow up. We are going to track the errors and if necessary will submit a grievance. Please know that all the other unions are having similar issues.

Commitment clauses - We would like to keep track of every time a PFT member in a temporary position is held in a commitment clause. Specifically, if you are in the position and another one comes up but you are held back from applying to the same position. We would also like to know who got the position. We are only tracking if the person was PFT/TFT or external. It is for bargaining purposes.

We would like to have another event in September and are looking for some suggestions. We would also like to know if people are interested in a Holiday event this year. We will be sending out an email.

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

**Discussion?**

*CARRIED*

*Noelle takes chair back*

**Reports of Committees and Delegates**

None

**Unfinished Business**

None

**New Business**

None

**Good of the Union**

None

**Adjournment**

Meeting adjourned at 6:15pm by Noelle.

**Date of Acceptance of Minutes: May 25, 2024**

*Noelle Fletcher*

Noelle Fletcher, President

*Stacey DeMars*

Stacey DeMars, Recording Secretary