



C.U.P.E. Local 1883
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October General Membership Meeting
Wednesday, October 2, 2024
ZOOM

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

Call to order: 5:32pm

Equality Statement/Roll Call of Officers/Land Acknowledgment

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

Voting on New Members and Initiation

No new member list since last General Membership meeting - deferred to November

Reading of Minutes of Previous Meeting

Motion M/S Stacey DeMars/Bev Grabe to accept the meeting minutes from September 2024 GMM

Discussion? none

CARRIED

Matters Arising Out of the Minutes?

None

Treasurer's Report

Motion M/S Kim Koch/Bev Grabe to accept the Treasurer's Report for August and September 2024

Discussion? none

CARRIED

Communications

None

Grievance Report - Hello everyone,

I don't have a lot to report this month. Last month I went over our year to date numbers and general trends for Grievances and Arbitrations. This month we've mostly been busy with Investigations and discipline meetings. We have noticed that certain areas are busier than

others at any given time and that lets us know that there may be issues with workplace culture in that area. When that happens we try to keep a close eye, and ask questions of members to figure out what might be happening. As always, if you have any questions or concerns, please feel free to reach out at any time to grievance@cupe1883.ca, or it's always a good idea to figure out if you have a steward in your building and talk to them. Anyone you're comfortable with is a good choice.

Motion M/S Paula Giles/Bev Grabe to accept the grievance report for October, 2024

Discussion? None

CARRIED

Secretary Report - Sweatshirts - will be available at upcoming movie night on Nov 20, 2024 - details to be sent out soon! Also available for pick up at the union office between now and then, and arrangements can be made for drop off for multiple members. Keep an eye out for an email about this!

Motion M/S Stacey DeMars/Bev Grabe to accept the Secretary report for October, 2024

Discussion?

CARRIED

Job Evaluation Report - None

Health and Safety Report - Not much to report at this time. Continuing to work with Health and Safety corporate on issues in the workplace.

Again, when completing or have questions regarding a RTW (return to work) please reach out. Remember, Doctor's notes that are not requested by DM (disability management) are not paid for. E.g. you are off more than the allotted time and you get a doctor's note and no one has asked you too, it will not be covered.

If you are interested in a Joint Health and Safety Committee please reach out.

Any issues in the workplace need to be emailed to your supervisor first and then you can discuss it with the health and safety committee. FYI, the more issues the health and safety committee knows about the more support the member will have so please update your committee members on any health and safety issues you have discussed with your supervisor.

Reach out if you have any questions.

healthsafety@cupe1883.ca

Motion M/S Rhonda Gould/Bev Grabe to accept the Health and Safety report for October, 2024

Discussion? None

CARRIED

Noelle cedes chair to Rhonda

President Report - Last week the Executive did a strategic planning retreat. We have created a mission statement and have a number of short term and long-term goals. We will be sharing this in depth at our next GMM on November 5th. You will be receiving a number of emails that correspond with our goals.

One of them is adding a new standing agenda item to the General Membership meeting called Did you know? We will be talking about different articles in the Collective agreement so all members gain a better understanding. If there is a topic you would like discussed please let us know by emailing info@cupe1883.ca or any of the executives.

Another goal is to select a Local charity each year to support. We would like to support the chosen charity by coordinating volunteer opportunities, food drives (dog food, socks donation events, through social media host an event etc. stay tuned for more information.

Motion M/S Noelle Fletcher/Bev Grabe to accept President Report for October, 2024

Discussion? question from member - re: portal - can't look up job description with salary - Kristen Eva to follow up. Noelle mentioned other issue - some people are applying to jobs 'externally' and therefore were considered external, even though they applied through HXM - still trying to figure out why this happened

CARRIED

Noelle takes chair back

Reports of Committees and Delegates

None

Unfinished Business

None

New Business

Budget 2025

- The 2025 CUPE Local 1883 Budget was presented to the membership at tonight's general membership meeting. Presented by Kim Koch, treasurer, with assistance from Noelle Fletcher, president

Discussion?

CARRIED

Did you know?

- Noelle discussed this new standing item at our monthly general membership meetings - if members have suggestions for topics, please forward to the executive
- TAP's (Tap And Place)
 - Collective Agreement - Article 9.04: Nothing in this Article shall be construed as restricting the right of the Region to temporarily assign an employee to a job for a period not exceeding four (4) months. The time period of this temporary assignment will not be applied toward the definition of a temporary full-time employee defined in Article 2.06 c) i). The foregoing applies to internal postings only
 - Collective Agreement - Article 9.01b i): Experience acquired while filling a non-posted temporary vacancy cannot be considered in the screening process

Good of the Union

None

Adjournment

Meeting adjourned at 6:48pm by Noelle.

Date of Acceptance of Minutes: October 3, 2024

Noelle Fletcher

Noelle Fletcher, President

Stacey DeMars

Stacey DeMars, Recording Secretary