



C.U.P.E. Local 1883
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September General Membership Meeting
Thursday, September 12, 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/Noelle Fletcher to accept new employees as member of CUPE Local 1883

Discussion? None

CARRIED

Reading of Minutes of Previous Meeting

Motion M/S Stacey DeMars/Paula Giles to accept the meeting minutes from June 2024 GMM

Discussion? None

CARRIED

Matters Arising Out of the Minutes

None

Treasurer's Report

Motion M/S Kim Koch/Paula Giles to accept the June and July 2024 Treasurer's Report

Discussion? None

CARRIED

Trustee's Report

Presented by Kristine Tumm, Trustee

Motion M/S Kristine Tumm/Stacey DeMars to accept the Trustee's Report

Discussion? None

CARRIED

Communications – none to report

Grievance Report – I want to share some of our year to date numbers for Grievances and Arbitrations. We have filed 22 grievances, settled 2 arbitrations, and sent four grievances to arbitration.

Current trends for grievances:

Ongoing Arbitrations- MOU, Bumping, Dental, Past Practice on attending complaints

Recent Grievance Trends- Discipline, Hybrid, Overtime, Issues with HXM, Management doing union work

As always, please reach out if you have any questions or concerns and feel that you might need to file a complaint or a grievance. (grievance@cupe1883.ca)

Motion M/S Paula Giles/Rhonda Gould to accept the grievance report for September 2024

Discussion? None

CARRIED

Secretary Report – Just a quick note - if you are working with new members, new employees to the Region or to our local, please encourage them to get involved - or at least sign up for our communications and invites to general membership meetings. Send them our way -

secretary@cupe1883.ca

Motion M/S Stacey DeMars/Deborah Ireland to accept the secretary report for September 2024

Discussion? None

CARRIED

Job Evaluation Report - Job Evaluation Queue:

- HR has been delayed due to HXM/People First Hub, but they have been working to keep the queue moving
- We have been able to complete several reviews this summer
- There are 2 jobs currently in the queue from 2023 - one will be reviewed next week, and the other is still pending
- Work has begun on some of the jobs submitted in 2024
- A reminder that each of the HR Compensation Specialists have a different portfolio of departments they work with, and they are also working on job evaluation with the other unions and with management - they are not dedicated to 1883.

Job Grade 17 / Wording in the Plan

- We have put together some proposed edits to one of the ratings within Consequence of Action, as the existing wording was not attainable by anyone in a CUPE position.
- We are waiting for CUPE to approve the change
- We have gone through and done an initial look at all the jobs with a rating of 4 in this factor, to determine 1. Whether the new wording was attainable, and 2. Whether any jobs would move up to a rating of 5 in this factor, using the new wording

- We will be doing a double check next week to review the proposed changes.
- If there is a change in job grade as a result of these changes, a letter will be sent out to impacted staff. (No timeline has been established for the letters at this time.) Letters will not be sent out if there is no change.
- In bargaining last year, we also negotiated the addition of a Grade 17. This change in wording makes Grade 17 attainable.

Motion M/S Kristen Eva/Deborah Ireland to accept the job evaluation report for September 2024

Discussion? None

CARRIED

Health and Safety Report - Health and Safety has a long way to go since Covid. Being back in the office on Hybrid is starting to show some concerns. HR18's need to be completed when a near miss or an incident occurs. HR18s need to be completed with a supervisor. If an HR 18 is completed without your supervisor please ask your supervisor for a copy. You can add information to the report by emailing the information to me and I will follow up with the advisor.

HR18s are important because they show safety issues at the Region and how they are being addressed.

If you have any Health and Safety concerns please bring them forward to your health and safety committee (and you supervisor) I would

Recommend in an email.

Issue examples are equipment on and hotelling not working, ergo issues just to make a couple.

As always please reach out to me if you are having concerns with a Return to work or an accomodation.

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

Discussion? None

CARRIED

Noelle cedes chair to Rhonda

President Report – Bylaws – A few months ago we submitted changes to the bylaws to include two new Executive members: a Diversity Equity and Inclusion Coordinator and Membership Engagement. These were approved by CUPE National and we will be electing these new positions in February. The Diversity position will be a 2 year and the member engagement will be a one year to comply with the Executive Rotation.

Use of Technology – I want to remind everyone that your Regional laptop should not be used for personal reasons. The employer has access to everything you do on the laptop. I am not suggesting that they are looking but if something comes up that is a concern they will look at the history. We have had members terminated for misuse of technology and time theft. If they look at your browser history and see that you have been shopping, doing courses,

watching shows, etc you could be disciplined or terminated. Chat GPT is another program that has led to discipline. Please pass this information on to your co-workers.

Sweatshirts- If you have not received a sweatshirt please email one of us and we will make arrangements to get you one. Better yet organise this with your team and we will bring them out to you.

Retreat – the executive is going on a retreat from September 24-26th. We will be doing strategic planning and team building.

Benefits - will do a fulsome review of the benefits booklet and collective agreement to see if they match. The booklet is online and on the portal. Reach out with issues.

Local 2361 has been on strike for about 2 weeks. 330 members from the University of Western Ontario. These members include trades, landscaping, and different technicians.

Show support if you can!

Motion M/S Noelle Fletcher/Rhonda Gould to accept president report for September 2024

Discussion? Question from member re: chatGPT as it is used for work in some cases.

Reiterated that it's not to be used for testing, interviews, etc. not in places where it's been approved to use for business purposes

CARRIED

Noelle takes chair back

Reports of Committees and Delegates

None

Unfinished Business

None

New Business

Member Ann Marie Hagey talked about [Raise the Rates](#) campaign

Good of the Union

None

Adjournment

Meeting adjourned at 6:28pm by Noelle.

Date of Acceptance of Minutes: September 24, 2024

Noelle Fletcher

Noelle Fletcher, President

Stacey DeMars

Stacey DeMars, Recording Secretary