



**C.U.P.E. Local 1883**  
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**November General Membership Meeting**  
**Tuesday, November 5, 2024**  
**ZOOM**

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

**Call to order:** 5:34p.m.

**Equality Statement/Roll Call of Officers/Land Acknowledgment**

The 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/Kim Koch to accept new employees as member of CUPE Local 1883: [redacted]

**Discussion? None**

**CARRIED**

**Reading of Minutes of Previous Meeting**

Motion M/S Stacey DeMars/[redacted] to accept the meeting minutes from October 2024 GMM

**Discussion? None**

**CARRIED**

**Matters Arising Out of the Minutes**

None

**Treasurer's Report**

None

**Communications**

None

**Grievance Report** – Good evening everyone,

We've had a busy month behind us and we have a busy month ahead. This month we have filed grievances relating to management doing union work, vacation, discipline (everything from not following progressive discipline to dismissal and a toxic work environment.

The Executive and stewards have also been busy attending investigations. Some of the investigations involve our members directly, and some involve supporting our members who are being questioned about incidents involving management or non-members.

Feel free to reach out directly to me, or to any of the Executive you're comfortable with for any of your concerns relating to your rights.

For me [grievance@cupe1883.ca](mailto:grievance@cupe1883.ca)

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

**Discussion?** Member had a question - are you able to tell us anything about the management doing union work? Paula answered the questions generally: mostly due to shortage of staff, vacations, quick vacancies, etc. Also for new positions that have been created. What we would call a lack of planning or foresight.

**CARRIED**

### **Secretary Report**

None

### **Job Evaluation Report**

None

**Health and Safety Report** - Health and Safety is important and if you ever feel unsafe at work please let your supervisor know ASAP.

Always looking for members to sit on JHSC at sites; a wait list would be nice.

If you have any health and safety issues please bring them forward to your supervisor first and then a health and safety committee or to me and I will address them.

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

**Discussion? None**

**CARRIED**

*Noelle cedes chair to Stacey*

**President Report** – We have had a few questions regarding Fred Hahn and his political views on Palestine.

We have never been a very political local right or wrong. Fred's opinions on the Palestine/Israel war are his own.

There were resolutions passed at the Ontario convention supporting a cease-fire. There was a lot of debate from the floor, and it passed. Please let me know if anyone would like me to provide them with these resolutions. I will get them and forward them to you.

As far as donations to political parties, since 2007 any union has been barred from donating to any political parties.

**Reminder**, February Executive elections will take place. Along with a 3-year trustee, Secretary, Health and Safety, grievance Chair, and Sergeant-at -arms there will be 2 new positions. A two-year equity and Diversity position and a 1-year Membership engagement

position.

All positions are 2 years but we rotate every other year therefore the membership engagement position will be 1 year and re-elected next year as a 2-year position. If you are interested in any of these positions please reach out for additional information. We can discuss the role, the time commitment, and expectations.

The Executive did a retreat in September.

We will discuss the mission statement and long-term and short-term goals.

### **Mission Statement**

"Our mission is to advocate for the rights and welfare of CUPE Local 1883 members, ensuring fair working conditions and wages, equitable treatment, and a strong voice in the workplace. We are committed to fostering a collaborative environment that prioritises the needs and safety of our members while serving our community with integrity and dedication."

### **Goals**

#### *Short Term*

1. Choose a charity to support (to be done yearly, one charity per year)
2. Educate members on the collective agreement via **did you know?**
  - a. October GMM: TAP's (Tap and Place)
  - b. November GMM: Commitment clause
  - c. To continue - what do you want more information about?
3. Membership engagement - including new executive position
4. Get committees back up and running (education, social, etc.)
5. Recruitment for two new executive members

#### *Long Term*

1. Promoting the union in the community
  - a. Charity work / volunteering
  - b. More community events
  - c. Working with other locals i.e. GRT Stuff the bus and WRPS
  - d. Showing up on the picket line of other locals
  - e. Attending Waterloo Labour Council meetings
  - f. Media ads
  - g. Sponsor a child sports team
2. Organising the part-timers
  - a. Identify the part timers, find the champions within those part timers
  - b. Executive members to take the Organising Training, and open it to interested members as well
3. Collective Bargaining Improvements and bargaining preparedness
  - a. ongoing

Motion M/S Noelle Fletcher/[redacted] to accept president report for November 2024

### **Discussion?**

## **CARRIED**

*Noelle takes chair back*

### **Reports of Committees and Delegates**

None

### **Unfinished Business**

None

### **New Business**

#### **1. Notice of Motion:**

##### ***Noelle cedes chair to Stacey***

I will cede the chair and give a notice that we will be debating and voting on 3 amendments to the bylaws at the December meeting.

Motion to raise the mileage to match the CRA posted mileage rates:

2024 \$0.70 for the first 5000 km and \$0.64 after that  
The current rate is \$0.61 per km

Motion to raise the Per diem rates

- **Daily Rate** – CUPE 1883 will provide a per diem of \$90.00 per day for meetings, including travel time, greater than three hours in one day.  
The current daily rate is \$75.00 per day
- **½ Daily rate** – CUPE 1883 will provide a per diem of \$45.00 per day for meetings equal to or less than three hours in one day.  
No current ½ daily rate in the by-laws

The rates above will be reduced as follows when meals are provided at a meeting:

- When all three meals are provided there will be no per diem paid
- Breakfast provided – deduct \$20.00
- Lunch provided – deduct \$25.00
- Dinner provided – deduct \$45.00

##### ***Noelle takes chair back***

#### **2. Did you know? Commitment Clause**

9.05 b) Successful applicants of the job bidding procedure who apply for a permanent posted position or expression of interest within eight (8) months of the employee's date of offer acceptance in their existing position and/or successful applicants of the job bidding procedure who apply for a temporary posted position or expression of interest within twelve (12) months of the employee's date of offer acceptance in their existing position will be permitted to compete for other opportunities for any of the following reasons;

- i. If the posted position is a significant promotion of three (3). or more pay grades higher than the employee's current job grade, is a

permanent vacancy, and they have satisfactorily completed their probationary period. \*so if you're currently in a job grade 8 and in a commitment clause, you can apply for any permanent vacancies that are grade 11 or higher

- ii. The employee is within eight (8) weeks of completion of the commitment period. \*count back 8 weeks from the end of your commitment period - for example, if your commitment period goes until December 31/24, you could start applying for other jobs starting November 5/24
- iii. The employee does not have a permanent home position. \*if you are casual/relief, temporary, an outside hire, etc. and do not currently have a permanent 'home' position
- iv. The temporary vacancy the applicant is currently backfilling becomes permanently vacant. \*for example, if the person you are backfilling/covering for does not return to their job (got a perm job somewhere else in the region, leaves the region, etc.) you can apply for that vacancy
- v. The opportunity is a location change only. \*generally this is an EOI for a location change - would have to be doing the same job, just at a different location
- vi. The position is hard to fill. \*unfortunately, the region decides if the job is hard to fill or not

### **[3. Our Time Together: A national space for Indigenous, Black, and racialized CUPE members and allies | Canadian Union of Public Employees](#)**

**Nov 16, 2024**

Deadline extended! There's still time to be part of the conversation about CUPE's anti-racism work. Register by November 8 for this important online meeting.

Indigenous, Black, and racialized CUPE members and allies are invited to a national gathering about how we keep building an anti-racist union. Register now and spread the word!

#### **Good of the Union**

None

#### **Adjournment**

Meeting adjourned at 6:26pm by Noelle.

**Date of Acceptance of Minutes: November 8, 2024**

*Noelle Fletcher*

Noelle Fletcher, President

*Stacey DeMars*

Stacey DeMars, Recording Secretary