



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

December General Membership Meeting
Tuesday, December 10, 2024
ZOOM

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

Call to order: 5:33p.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/[redacted] to accept new employees as member of CUPE Local 1883: [redacted]

Discussion? None

CARRIED

Reading of Minutes of Previous Meeting

Motion M/S Noelle Fletcher/Paula Giles to accept the meeting minutes from November 2024 GMM

Discussion? None

CARRIED

Matters Arising Out of the Minutes

None

Treasurer's Report

Kim Koch presented the financial report for October 2024

Motion M/S Kim Koch/[redacted] to accept the Treasurer's Report for October 2024

Discussion? None

CARRIED

Communications

None

Grievance Report – Hi everyone,

Not a lot to report this month. We've had fewer grievances to file this month than the months previous. Unfortunately what we have been seeing is of a very serious nature. We've been dealing with some issues of harassment in various areas of service. If you experience harassment in the workplace, please reach out to us so we can help support you in the process. We want everyone to be safe in the workplace. If you're not sure if you have experienced harassment, please also reach out because we can talk to you about your concerns. As always feel free to reach out to me directly with any of your questions and concerns.

Next month, I will be giving an annual rundown of our stats from grievances and arbitrations. We'll talk about the numbers and we'll talk about the trends we were seeing from last year.

Have a good night everyone.

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

Discussion? None

CARRIED

Secretary Report

None

Job Evaluation Report

An email was recently sent out to all CUPE 1883 staff and management, regarding a change to the Job Evaluation Plan:

In the last round of CUPE Local 1883 collective bargaining, the Union and Region agreed to the review of Grade 17.

Grade 17 has existed in the CUPE Local 1883 salary structure; however, no job had attained the job evaluation points needed to be evaluated in this grade. Because no jobs had the job evaluation points for Grade 17, this grade did not appear in Appendix A of the collective agreement.

To allow jobs to attain the job evaluation points for Grade 17 the CUPE Local 1883 Joint Job Evaluation Committee (JJEC) Co-chairs (Kristen Eva – Vice President Job Evaluation and Sherri Mathis – Manager of Compensation) and the CUPE Local 1883 President Noelle Fletcher undertook a review of the CUPE Local 1883 Job Evaluation Plan (attached). The Union and Region agreed to change the language of degree level 5 in the Consequence of Action/Decision-making Factor:

New Language:

In addition to the impacts described in degree level 4, errors are difficult to detect. Decisions and recommendations are usually only subject to general review due to the subject matter expertise and professional advice the job provides. Decisions impact broadly across the organization and/or community and are usually longer term in nature. Because of this, the subject matter can garner attention and scrutiny from senior leadership, the media, the public, and/or elected officials.

Previous Language:

Incorrect decisions are difficult to detect, are not immediately apparent and can cause serious breakdown in operational control of the organization. They result in major losses of working time, and expenditures in materials, equipment and/or labour. They have a broad impact and

can have a major negative media reaction and/or have a serious impact on overall credibility and public perception of the organization. Continuity of service may be impacted. Typically, it would require involvement by the Chairman and/or political debate to deal with repercussions. As part of the review the JJEC Co-chairs and President also undertook an evaluation of every job evaluated at Consequence of Action/Decision-making Factor degree level 4 to assess which, if any, jobs would move to the new description in degree level 5. This assessment was based on language in the current job descriptions (available on the portal). In all, 98 jobs were evaluated. Of the jobs evaluated:

11 moved up in Grade

4 moved up in the Factor but did not change Grade.

Letters are starting to be sent out to affected staff. The Union and Management have agreed to a November 1, 2024 effective date for pay increases for incumbents in jobs that moved up in Grade as part of this thorough review.

If your job description needs to be updated, or if it has been a long time since your job has been evaluated, you can submit your job for evaluation. Please contact Kristen Eva if you have any questions.

Motion M/S Kristen Eva/Paula Giles to accept the health and safety report for December 2024

Discussion? None

CARRIED

Health and Safety Report - short up date

Committees are full at this time great job everyone

Again if you are involved in a Return to work meeting please reach out to Union for support a lot at this time is happening so it is good to have Union notified.

Asking members if you complete HR 18 to reach out and let me know at

healthsafety@cupe1883.com. Union is trying to track and make sure the HR 18's are being brought forward to the health and safety committees.

Thank you

Motion M/S Rhonda Gould/[redacted] to accept the health and safety report for December 2024

Discussion? None

CARRIED

Noelle cedes chair to Stacey

President Report – Good evening.

I do not have too much to report.

We are carefully watching the results of the 2025 ROW budget.

There has been some information in the news that suggests more layoffs for CUPE 1883 members. These possible layoffs are in Public Health and the members that are affected have been notified.

Remarkably, the employer does not look at reducing the amount of management.

As the budget gets tighter and workloads increase I want to remind people that you are only expected to do the best that you can do in the time allocated to do so. Please do not work for free and take your lunches and breaks.

OMERS Update: Contribution rates will change in 2027. For most of us the rates are being reduced slightly for those who make over 100 000.00 the rates will be going up.

On 60 000 it will be a decrease of 6.00 by weekly

On 100 000 it will increase \$2.00 bi-weekly

CUPE was not involved in these decisions as OMERS continues to make decisions secretly and without consulting their stakeholders.

I want to remind everyone about the elections in February. We are electing;

- Secretary - 2 years
- Grievance Chair - 2 years
- Health and Safety - 2 years
- Diversity, Equity & Inclusion coordinator - 2 years
- Member Engagement Officer - 1 year
- Trustee 3 year
- Sergeant at Arms - 1 year

I would like to wish everyone Happy and Safe Holidays

Motion M/S Noelle Fletcher/Paula Giles to accept president report for December 2024

Discussion?

CARRIED

Noelle takes chair back

Reports of Committees and Delegates

None

Unfinished Business

None

New Business

1. Did you know? Bereavement Leave

Article 2 - Recognition and Definitions

2.06 section C subsection 4

Temporary full-time employees hired to work the regular number of hours for a specified period of time greater than six (6) continuous months but less than twelve (12) are eligible for: Bereavement Leave

Temporary full-time employees hired to work the regular number of hours for a specified period of time greater than twelve months (12) continuous months but less than twenty-four (24) are eligible for: Bereavement Leave

Article 17

Bereavement Leave 17.03 page 66

17.03 Bereavement Leave

Leave of absence with pay shall be granted to an employee who is scheduled to work, and shall not be paid for those days the employee was not scheduled to work as follows;

Relationship Entitlement (working days with pay)

Parent 5 days

Sibling 3 days

Parent-in-law 3 days

Spouse 5 days

Child 5 days (If requested by the employee, the Region will grant up to ten (10) working days without payment for the relations listed above).

Own grandparent 2 days

Spouse's grandparent 2 days

Own grandchild 2 days

Spouse's grandchild 2 days

Sibling-in-law 3 days

Child-in-law 3 days

To reflect the cultural background and diversity of employees, bereavement leave of one (1) day for the death of a member's chosen family not listed above may be granted upon consultation with the employee's supervisor and human resources. Employees may elect to set aside one (1) day of entitlement for a memorial or burial service to be held at a later date. Bereavement leave regarding step relations is granted in the same manner as outlined above.

2. Donation to the Healing of the Seven Generations

Motion (M2024-12-10) M/S Kristen Eva/Noelle Fletcher to accept motion to donate \$2000.00 to the Healing of the Seven Generations

Discussion? None

CARRIED

3. Motion to Amend Bylaws

- a. Motion to raise the mileage to match the CRA posted mileage rates:
2024: \$0.70 per km for the first 5000 km and \$0.64 per km after that
The current rate is \$0.61 per km

Motion M/S Noelle Fletcher/[redacted] to raise the mileage rates

Discussion? Piorska spoke to the reasons why we should consider donating money to this organization. No questions.

CARRIED

- b. 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

Motion M/S Noelle Fletcher/Stacey DeMars to raise the per diem rates

Discussion?

CARRIED

Changes will be forwarded to CUPE National to be approved.

Good of the Union

None

Adjournment

Meeting adjourned at 6:20pm by Noelle.

Date of Acceptance of Minutes: December 12, 2024

Noelle Fletcher

Noelle Fletcher, President

Stacey DeMars

Stacey DeMars, Recording Secretary