



**C.U.P.E. Local 1883**

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**JUNE GENERAL MEMBERSHIP MEETING**

Wednesday, June 25, 2025 @ 5:30pm

Via Zoom

**Executive Present:** Noelle Fletcher, Rhonda Gould, ~~Kristen Eva~~, Paula Ronson, Kim Koch, Stacey DeMars, Jeremy Turner, ~~Sheryl Mascoff~~

**Members Present:** redacted

**Call to order:** 5:32pm

**Land Acknowledgement:** was completed by Noelle

**Roll Call of Officers:** completed

**Equality Statement:** read by Stacey

**Voting on New Members & Initiation:** Paula read out the names of members hired in April 2025. The May 2025 list has not been provided.

**Reading of Minutes of Previous Meeting** May and June minutes will be reviewed in July

**Matters Arising Out of the Minutes** n/a

**Treasurer's Report**

March 2025 report was presented

Motion M/S Kim/(redacted) to accept the Treasurer Report

Discussion? None

**CARRIED**

April 2025 report was presented

Motion M/S Kim/(redacted) to accept the Treasurer Report

Discussion? None

**CARRIED**

May 2025 report was presented

Motion M/S Kim/(redacted) to accept the Treasurer Report

Discussion? None

**CARRIED**

**Communications** n/a

**Executive Board Reports**

## **Membership Engagement Report:**

The Member Engagement Survey had over 200 responses. That is a really great response rate. At our next GMM in July, I will be summarising all of the results at July GMM. We will be bringing it back to all members, so that you can get the feedback and what we will work on for the rest of the year.

CUPE Ontario Convention was back in May. We were being pretty active on Social Media with posting what was going on and some photos of members who attended.

A summary of the info below was shared and mentioned that a more detailed report would be included in the meeting minutes.

## **Background**

### **What is a Convention?**

A convention is a big, organized meeting where union members from all over Ontario come together. It happens once a year and is run by CUPE Ontario, which represents over 280,000 public sector workers.

At the convention:

- Members talk about the important issues facing workers.
- They vote on plans and policies to guide the union's work for the next year.
- People can share ideas, propose changes, and make decisions as a group.
- There are also speeches, training sessions, and opportunities to connect with other union members.

Think of it like a large town hall for union members — a chance to make your voice heard and help shape the future of the union.

### **Why do CUPE Ontario conventions matter?**

Conventions are where members come together to lead our union forward.

It's where we:

- Share ideas
- Debate important issues
- Set priorities for the year ahead
- Build solidarity across locals and sectors

One of the most powerful tools at convention?

Resolutions. Resolutions are how members:

- Set union policy
- Call for action & campaigns
- Influence CUPE National
- Make sure our union reflects the will of the membership

When a resolution passes, it becomes a mandate—real direction for CUPE Ontario to take action.

## **Summary of 2025 Convention**

### **Equity & Inclusion**

- We heard inspiring updates from the Pink Triangle Committee, who are expanding their reach by hosting Pride events in smaller towns and rural communities. It's a great example of making sure everyone feels seen, celebrated, and included, no matter where they live.

### **Historic WSIB Strike**

- For the first time in 110 years, WSIB workers went on strike. Members are facing extreme workloads, chronic understaffing, and a toxic workplace culture.
- The employer is outsourcing jobs to U.S. firms at a much higher cost than what union members earn — instead of investing in Ontario workers.
- Striking workers faced harassment, surveillance, and lockouts, instead of a fair deal at the bargaining table.
- We stood in solidarity by joining a rally for CUPE 1750, with many of us heading downtown to show support for our siblings on the picket line.

### **Financial Support for Striking Workers**

- Thanks to the generosity of CUPE members, \$129,000 was raised to support striking locals — and CUPE National matched it, bringing the total to \$258,000.
- In line with our bylaws, \$100 was distributed to each striking local to help during this tough time. It's a real show of what solidarity looks like in action.

### **Empowering Young Workers**

- Last year, CUPE Ontario voted to raise the age of “young workers” to 35 — and this year, we carried that momentum forward by passing a resolution to make that a national standard.
- We also attended the Young Workers Caucus, where we connected with other locals and committed to staying in touch through a WhatsApp group and Facebook group — keeping our network strong and active across the province.

### **Advocacy for Gender-Affirming Care**

- A powerful resolution passed to work with the NDP on introducing a bill to address gaps in gender-affirming care under OHIP. This is an important step toward health equity and better access to care for trans and gender-diverse communities.

### **Sector Caucuses & Shared Strategies**

- Sector caucuses were a valuable space to connect with folks who do similar work in different regions. These sessions help us understand shared issues and build province-wide strategies.
- The Municipal Workers Caucus passed key resolutions, including:
  - Lobbying to cancel Centralized Intake in Ontario Works
  - Pushing back against the privatization of Employment Services
- These discussions help guide CUPE's policies and actions, ensuring our voices are heard where it matters most.

## Member Report Summary

- National AccessAbility Week took place from May 25 to 31, including Red Shirt Day on May 28, to promote inclusion and raise awareness about accessibility for people with disabilities.
- At the convention, a resolution was passed—brought forward by the Workers with Disabilities (WWD) Committee—to advocate for increased Ontario Works and ODSP rates.
- The WWD Caucus also launched the #AODA FAIL campaign, aimed at highlighting gaps in accessibility based on the five AODA standards: customer service, employment, information and communication, transportation, and design of public spaces.
- Members are encouraged to place a sticker at non-accessible sites, take a photo, and send it to [info@cupe.ca](mailto:info@cupe.ca) to raise awareness and promote accountability. The committee is also looking to include examples of invisible barriers and plans to meet again in August to review convention outcomes and prepare for elections at the upcoming HCWCC conference in September.
- The current chair will be seeking re-election and appreciates continued support from members.

### Member Report #1 - Ann Marie Hagey

- National AccessAbility Week was May 25 to May 31 and included Red Shirt Day on May 28. This week is to promote and educate around the importance of inclusion, for persons with disabilities. Several community engagement events were offered during this week. I hope you were able to participate or attend an event.
- 1 resolution was passed at convention which will help lobby for increased OW & ODSP rates brought forward from the WWD.
- WWD had a caucus meeting where we introduced our members, discussed what the committee does, and then introduced our #AODA FAIL campaign. This campaign is to highlight accessibility gaps in Ontario. Background information - AODA stands for Accessibility for Ontarians with Disability Act which was law in 2005, the goal was to be fully accessible by 2025. The #AODA FAIL is to bring light to any gaps in accessibility based on the 5 standards below, and as a committee we will discuss next steps to request addressing the gaps.
- 5 Service Standards are:
  - Customer Services
  - Employment
  - Information and Communication
  - Transportation
  - Design of Public Spaces
- The #AODA FAIL is a sticker that can be placed on an item or location to highlight how it does not comply with AODA. For example, attached is a photo of disabled parking spots being used for shopping carts (the pink sticker, is an AODA fail from a few years ago) - this goes against design of public spaces and transportation; another example is deliveries using disabled parking spaces instead of delivery area parking.

- We are asking individuals to place a sticker, take a picture and email [info@cupe.ca](mailto:info@cupe.ca). The WWD committee will place these FAILS on the website and collect images to bring awareness and seek accountability for Ontario businesses. Stickers are available in English and French.
- In addition, I would like to ask for more examples that are not only visible, but invisible. While a sticker might not work with invisible disabilities, I'm willing to figure out an example that we can draw out. Let's continue to improve accessibility in Ontario, however that looks like!
- Our committee has 2 in-person meetings per year and we try to meet on-line an additional 2 times per year. Our next in person meeting will be in August to review Ontario Convention that just took place; to discuss the resolutions passed that impact our committee, review any AODA FAIL feedback, and to prepare for elections which will be held at the HCWCC conference Sept 16-19 where all positions will be up for nominations. I will be seeking re-election and wishing you our members for ongoing support.

Thank you again, if you have any questions about the committee, #AODA FAIL, please reach out to the union and they will share my email address.

Motion M/S Jeremy Turner/ (redacted) to accept the Membership Engagement Report

Discussion? None **CARRIED**

**Diversity, Equity, Inclusion Report:** none

**Grievance Report:**

We've got a couple of trends - toxic work environment, accommodations and proper remuneration for working on holidays.

Just to expand a little on the toxic work environment. The threshold for this is pretty high, so I have a small list of things to keep in mind if you think you're in a toxic work environment.

**Keep detailed records of:**

- Incidents (date, time, place, people involved, what was said/done)
- Emails, texts, memos, or notes that demonstrate harassment, discrimination, bullying, exclusion, or retaliation
- Witnesses who saw or experienced similar treatment
- Tip: Keep this documentation at home or on a personal device, not on a work computer.

**Identify the nature of the Toxicity**

This helps frame the legal basis of your claim:

- Harassment or bullying by coworkers or managers

- Discrimination (race, gender, age, disability, etc.) under the Ontario Human Rights Code
- Violence or threats under the Occupational Health and Safety Act (OHSA)
- Retaliation or reprisals for raising concerns or filing grievances
- Systemic issues like micromanagement, impossible workloads, favouritism, or lack of procedural fairness

### **Use the Collective Agreement**

Most agreements include provisions related to:

- Harassment/discrimination
- Respectful workplace standards
- The grievance process

You and your union representative should file a grievance if management fails to address the issue or if the conduct breaches your contract.

### **Gather Corroborating Evidence**

- Statements from coworkers who witnessed the conduct or experienced similar treatment
- Medical notes (if stress or mental health issues resulted)
- Past grievances or investigations showing a pattern

If you have any questions about complaints/grievance procedures - please reach out!  
[grievance@cupe1883.ca](mailto:grievance@cupe1883.ca)

Motion M/S Stacey DeMars/ (redacted) to accept the Grievance Report

Discussion? None

**CARRIED**

### **Secretary Report:**

#### **Upcoming Conferences:**

CUPE National: Oct. 6-10 in Toronto @Metro Convention Centre

Health and Safety: Oct. 20-24 in Ottawa @ the Delta, Ottawa City Centre

Fall School: Oct. 28-Nov. 2 in Toronto @The Sheraton

Racial Justice/Human Rights: Nov. 24-27 in Toronto @ The Sheraton

If you are interested in learning about child care offered at the conferences, please connect to Kim Koch [treasurer@cupe1883.ca](mailto:treasurer@cupe1883.ca) She has used child care at conferences and can answer questions.

Connect to [secretary@cupe1883.ca](mailto:secretary@cupe1883.ca) if you are interested in attending any of the conferences. Registration is in early July for National and the others will come up quickly as well. There are multiple union education opportunities offered annually. However, in some cases, attendance is limited due to delegate caps or cost restrictions. To ensure transparency, equity, and that these opportunities provide maximum value to the union and its membership, participation will be considered, if necessary by the education committee.

Motion M/S Paula Ronson/(redacted) to accept the Secretary Report

Discussion? Educational Conference: Can you share what that is?

Stacey explained that for education, there is a list of courses offered that you can choose from at sign up and that is what you participate in for the entire time spent there. If you find one that you are interested in and want to know more about the particular education, then just reach out and we will provide more information.

Noelle: Fall School Courses have not yet been listed on the CUPE Website. They are usually Union related or Diversity/Equity Related or Health and Safety related. Those are the types of programs you will find. There may also be Mental Health in the workplace topics. I really need to warn people that when they do come out, we need to move very quickly on them. Education can book up very quickly. Let us know as soon as possible.

Paula: For example CUPE National registration is July 8th, so if you are interested please let us know as soon as possible. Since there is a lot of interest, the Education Committee would meet if numbers are higher than the delegates allowed, determined by CUPE National, and decide who would be able to go.

## **CARRIED**

**Job Evaluation Report:** none

**Health and Safety Report:** none

## **President Report:**

Sheryl Mascol, our diversity, equity, and Inclusion executive member, will be active on the executive by the end of August.

I also want to take the time to thank everyone who participated in the recent survey. Surveys are crucial because they provide a systematic and efficient way to gather valuable data from a large number of people, offering insights into opinions, behaviors, and preferences. This information is essential for making informed decisions.

Currently at the ROW CUPE Local 5191 is currently in Bargaining and has been for the last 15 months. ONA (sorry, I did not write the number down) and Public Health are also in bargaining right now. That is just an update.

We are still asking people to go to the CUPE website and review the Save our OMERS campaign. For those who do not know, the Ontario Conservative Government is doing a review of OMERS and CUPE and OMERS members are concerned about the possible outcomes.

Everyone enjoys the hot weather!

Motion M/S Noelle Fletcher/(redacted) to accept the President Report

Discussion? Can you clarify who 5191 are? Yes, 5191 are our Paramedics. They are an essential service and they do not have an ability to strike.

## **CARRIED**

**Reports of Committees and Delegates:** see above what was included in the Membership Engagement report

**Unfinished Business** None

## **New Business**

Did you know?

Workloads – We know that as the budgets get tighter, workloads are increasing. We are doing more with less. I want to remind people that we do have some workload language in our collective agreement.

Letter # 17 outlines a framework that the supervisors are to follow if you are having workload concerns. If the framework does not solve the issue, then we ask you to contact the union. The language is not as strong as we would like in the Collective Agreement, but it was a start. If we are going to bargain for a better language we need to know what the issues are.

Discussion: If staff are intimidated to approach Management for issues like those, where can they go, who can they approach?

Noelle: They need to come to the Union. If you are intimidated, then there could be another issue as well. You should never be intimidated or fearful to go to a Supervisor. If that is the way people are feeling, then that is another problem.

We can bring up workload issues as a Union, but we want to work through the language in Collective Agreement. That is the only way to strengthen it.

Where is the Job Evaluation review info?

Noelle: Job Evaluations are very behind. They should start to get better. They pulled Job Evaluation staff to work on the new system. There is info on the Portal. Kristen would speak to it best, but she is not here. Please email Kristen and she will give you more information.

Paula: I believe the “Did you Know” from April was all about Job Evaluation. You can review those minutes to see if you can find the details you need before Kristen returns.

Membership Survey winners drawn randomly: 5 winners: Edgardo A, Ken H., Tina S., Lisa C., Samantha V.

Each winner will choose a \$50 Gift card from one of: Sobeys, Cineplex, Ultimate Dining, Shell, Indigo

Gift Card funds come from Scotia VISA Scene points and not from Union Dues.

**Good of the Union**  
**Adjournment 6:23pm**

**Date of Acceptance of Minutes: July 9, 2025**

***Noelle Fletcher***

Noelle Fletcher, President

***Paula Ronson***

Paula Ronson, Recording Secretary