



C.U.P.E. Local 1883

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MAY GENERAL MEMBERSHIP MEETING

Thursday, May 22, 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: 5:33p.m.

Land Acknowledgement: was completed by Noelle

Roll Call of Officers: completed

Equality Statement: read by Stacey

Voting on New Members & Initiation: the April list has not yet been provided

Reading of Minutes of Previous Meeting

Motion M/S Paula Ronson/(redacted) to accept the meeting minutes from April 2025 GMM

Discussion? None **CARRIED**

Matters Arising Out of the Minutes none

Treasurer's Report no report

Communications no report

Executive Board Reports

Membership Engagement Report: Member engagement survey coming out shortly. Get a better understanding of Members needs, interests and ways to improve communication and participation opportunities within the union. It should take only a few minutes. There are 12 Questions and responses are anonymous. You can enter a separate screen to enter to win one of 5 prizes. Winner will be drawn out the GMM on June 25th. Survey will close 5pm on June 24th. Once we have survey results, we will use them to plan events for the remainder of the year. We can share the results in September.

Motion M/S Jeremy Turner/Paula Ronson to accept the Membership Engagement Report

Discussion? None **CARRIED**

Diversity, Equity, Inclusion Report: no report

Grievance Report: no report

Secretary Report: no report

Job Evaluation Report: no report

Health and Safety Report: no report

President Report: no report

Reports of Committees and Delegates None

Unfinished Business None

New Business

Did you know?

Guest Speaker Krista Laing with OMERS Pension updates

Kirsta Liang is Ontario Municipal Workers Chair, President of CUPE 250,
Recording Secretary of CUPE 9112, sits on the OMERS reference Group

OMERS-Your Pension:

- OMERS is a defined pension plan based on years of service and salary
- it is jointly sponsored by unions and employers
- OMERS is a key part of our compensation, but it is not bargained at the local level

- It is bargained through the sponsors structure at OMERS
- It is jointly sponsored by unions and employers
- CUPE members make up 43% of the plan – CUPE is the largest sponsor
- OMERS is run by the Sponsors Corporation: 18 votes control changes to the plan
 - 9 votes from employers, 9 votes from plan members
 - CUPE Ontario has 3 votes; CUPE 416 and CUPE 79 share 1 vote
- CUPE Ontario is our voice on the OMERS Executive Board and is sounding the alarm on the current Governance Review
- CUPE's voice has been weakened over the years and is under threat again
- Concerns include:
 - The person leading the review (potential conflict of interest and not impartial)
 - The direction it is headed
 - Stripping away the influence of the workers' voice within the OMERS Pension Plan
 - Silencing our voices
 - Making it easier for OMERS leadership to cut benefits and increase executive pay without oversight or accountability, while also under performing in some years. In 2022, CUPE Ontario found that OMERS plan members pay almost 68% more in executive compensation for every 1% increase in earnings
 - History of unions being gagged with confidentiality rules and loss of

guaranteed indexing

- Attempts to cut workers out of key decisions
- We MUST have a STRONG VOICE in a BARGAINING STRUCTURE at OMERS to protect benefits and our deferred wages
- In 2024, the Ontario Police Association (whose members belong to OMERS), upset about increased contributions for their members and a decrease for others, asked the Ford government for a review
- The Ford Conservative government agreed and appointed Robert Poirier (Metrolinx board member) to lead the review and we are concerned this person is not neutral
- The review process is secretive – similar to OMERS operations
- OMERS has strict confidentiality rules that silence our bargaining voice
- Omers has supported regressive policies like benefit reductions, eliminating guaranteed indexing and changing early retirement
- The review led by a Conservative Government could jeopardize member's deferred wages
- We must protect and strengthen worker and CUPE voices in OMERS through this review

CUPE Ontario is submitting written demands to the review, including:

- End to confidentiality requirements that keep plan sponsors like CUPE in the dark
- Recognize that joint sponsorship means worker representatives like CUPE must have a say in decisions and direction
- Establish real consequences for OMERS executives when investment targets are not met
- End over-generous compensation for OMERS executives (OMERS pays the most but has the worst growth among public pension plans)
- We must build collective power to show the Ford government CUPE members will not be silenced in OMERS
- A submission from CUPE signed by thousands of plan members will have a stronger impact
- CUPE Ontario's goal is to gather 60,000 plan member signatures (half of OMERS membership) in support of the submission
- The full submission will be public and accessible to all workers
- To have the strongest voice, CUPE will submit these names along with their official submission

- We need YOU and your co-workers to sign on TODAY
<https://cupe.on.ca/saveouromers/>
- Submissions due in July

Good of the Union none

Adjournment 6:13pm

Date of Acceptance of Minutes: June 24, 2025

Noelle Fletcher

Noelle Fletcher, President

Paula Ronson

Paula Ronson, Recording Secretary