



**CANADIAN UNION OF PUBLIC EMPLOYEES
LOCAL 374**

Oak Bay, North Saanich, Sidney, Colwood, Metchosin Esquimalt, Sooke Municipal Employees, Abilities Community Services & Together Against Poverty Society

GENERAL MEMBERSHIP MEETING MINUTES

March 12, 2020

Pro Patricia Legion
411 Gorge Road East

Call to Order

The meeting was called to order at 6:16 pm by President Shireen Clark in the chair.

Roll Call of Officers

	Present:	
	President	Shireen Clark
	Treasurer	Carol McNichol
	Recording Secretary	Amanda Irving
Vice President – Abilities Community Services		VACANT
Vice President - Colwood		Gord Beauvillier
Vice President – Metchosin		Melissa Kirk
Vice President/EVP – Oak Bay		Gary Flynn
Vice President – Sidney		Ron Green
Vice President - Esquimalt		EXCUSED
Vice President - Sooke		Paul Butterfield
Vice President – North Saanich		Sarah Fairbrass
Vice President – Together Against Poverty Society		Isabelle Deyler-Hyde
	Excused:	Steve Migliarese
	CUPE Members:	8

Recognition of Territory

Shireen Clark, President, acknowledged the land on which we gathered that is within the traditional territories of the Lkwungen, Esquimalt, and Songhees, Malahat, Pacheedaht, Scia'new, T'Sou-ke and WSÁNEĆ peoples.

Reading of the Equality Statement

The Equality Statement was read by members present.

Voting on New Members

- 3 - Colwood
- 18 - Esquimalt
- 1 - Metchosin
- 18 - Oak Bay
- 2 - Sidney

MOTION: To receive the new members.

M/S/C

Guest Speakers

There were no guest speakers.

Adoption of Agenda

MOTION: To adopted the March 12, 2020 General Meeting Agenda as amended to add Member In Need Update under Unfinished Business.

M/S/C

Reading and Approval of Minutes

The minutes of the November 5, 2019 General Membership Meeting were reviewed.

MOTION: To adopt the General Membership Meeting minutes from November 5, 2019.

M/S/C

Matters Arising from Minutes

None

Correspondence

The CUPE374 general correspondence and grievance log was reviewed.

Correspondence received:

- Thank you letter from Carols Flores re: Donation to Chile School Project
- Seamark monthly investment portfolio valuations and reports
- CUPE BC Call for Membership for Regional Trial Panels

Grievance Status:

- 1 to the Labour Board
- 1 in Abeyance
- 2 Resolved
- 1 to Arbitration
- 2 at Step 3
- 7 Outstanding

MOTION: To receive the general correspondence as presented.

M/S/C

Treasurer's Report

Carol McNichol, Treasurer, presented the ledger report for 2019 as well as an up-to-date ledger for 2020. It was reported that expenses are as per normal with nothing outside of the budget. Carol advised that budget ledgers and bank statement are available for review at every general membership meeting.

Discussion ensued regarding the following:

- Making financial information more easily available to the membership, having more copies available at meetings or information available in some way prior to the meetings.
- Providing a full agenda package for membership review prior to the meetings.
- The role of the trustee audit, approval of the audit by CUPE National and accountability to the members.

- Bargaining information being made available to the membership and that all information is not shared as there is an agreement at the table between the employer and the union that information will be not be released during bargaining. If the union or the employer is in contravention of this, they would be taken to the Labour Board.

The executive board committed to:

- Whenever possible providing full agenda packages to the membership prior to general membership meetings.
- Making available a high-level financial statement with the agenda package and providing the detailed information for review by the members at the general membership meetings.
- It was noted that the executive board positions are volunteer positions and that there is a lack of administrative help in the office.

MOTION: To receive the Treasurer's Report as presented.

M/S/C

Budget

Shireen Clark, President, presented the CUPE Local 374 2020 Budget to the general membership for approval.

The following items were reviewed and discussed:

- Dues actuals
- Book off of charges
- Executive expenses
- Grievances and arbitrations not budgeted
- Contributions and donations
- Bargaining budget low in 2020 but will increase in 2021 with six units going into bargaining
- Special purchases and committee expenses are budgeted high but always come in low – this is a contingency for emergencies (i.e. computers, office equipment, healthy & safety)

Shireen encouraged all members to sign up for emails by emailing your personal email information to admin@cupe374.ca, regularly check the CUPE374 website and by following us on Facebook and Instagram for regular updates and information.

MOTION: To adopt the CUPE Local 374 2020 Budget as presented.

M/S/C

President and Executive Board Reports

President's Report

Shireen Clark, President, reported the following:

- Attended CUPE Mental Health Training in Toronto
- Attending a lot of labour management meetings
- Grievance preparation with the National Representative
- Insurance claim finalization due to the office break in that took place late last year
- Attended social media training with Sarah Fairbrass and Izzy Dehler-Hyde as our Local endeavors to be more active on social media
- Facilitating CUPE training sessions throughout the province
- Working with employers on job evaluation plan implementation
- Working on implementing new Information and Technology at CUPE374
- CUPE374 file review and implementing a new file management process and classification

- Setting up individual unit meetings for bargaining discussions and bargaining committee elections

Sarah Fairbrass, District of North Saanich Unit Vice President, advised the membership of the Workers of Colour Challenge and asked that each unit report out on members volunteer time that is put into the community on a regular basis. A bulletin will go out to the members asking them to input their hours. Izzy Dehler-Hyde advised that she would create a poster to message the ask out.

MOTION: To receive the President and Executive Board Reports

M/S/C

Executive Board Recommendations

None

Reports of Committees and Delegates

- a) Vancouver Island District Council

The next meeting Vancouver Island District Council meeting will take place in May. They meet four times a year in Nanaimo. If you are interested in attending contact Shireen Clark or Sarah Fairbrass.

- b) Victoria Labour Council

The Victoria Labour Council is made up off all unions in Victoria. Izzy Dehler-Hyde reported that she attended the Victoria Labour Council meeting this month where elections took place. All positions were elected by acclamation and Izzy was elected as the young workers representative.

Shireen advised that there are credentials available if any member would like to get involved. It was noted the information on how to get involved would be something to consider putting on our website

Unfinished Business

- a) Justice Cup

The Justice Cup is an annual bowling fundraiser event for our Together Against Poverty Society (TAPS) unit. CUPE Local 374 has a team of 8 every year. This year several of our members attended this successful event.

- b) Harrison Winter School

Paul Butterfield, District of Sooke Unit Vice President, reported that this is the second time he has attended the Harrison Winter School. This year he attended the week long course on Facing Management Effectively. He would recommend the Harrison Winter School training to anyone who has the opportunity to attend.

Shireen added that the school is not just for CUPE and that all unions send members from all over the province, big and small. It provides a great opportunity for networking and sharing of information and best practices.

- c) Member In Need Update

At the November 5, 2019 General Membership meeting the membership approved \$15,000 to assist a member in need. It was reported that the members is still in the facility and is doing well. He has been approved for LTD which has assisted in covering costs.

Discussion ensued regarding the following:

- Setting a precedence for funding members in need
- Secret ballot voting for these items in the future

New Business

a) COVID-19

CUPE and the GVLRA are working on a Letter of Understanding (LOU) with all the employers. The LOU will speak to not using sick banks or other leave for sickness related to COVID-19. The GVLRA rep is supportive and we will look at something coming out in this regard soon.

b) Union Rate Discussion

Shireen Clark, advised the membership that there has not been a dues increase since 2004. Since then the cost of living has increased and currently you cannot start a local at less than 2%. Our dues rate currently sits at 1.75% and the Local is looking to raise it by .25% to bring it up to the 2% standard.

Shireen noted the following:

- The .25% would be used to build reserves
- A fact sheet will go out to members with information regarding the proposed increase
- Information sessions will be scheduled at all units
- There will be multiple opportunities for members to vote

Good of the Union

There was nothing put forward.

Next Meeting Date

At the direction of the Chair.

ADJOURNMENT

Meeting was adjourned at 7:50 pm.

Shireen Clark, President

Amanda Irving, Recording Secretary