



**CANADIAN UNION OF PUBLIC EMPLOYEES  
LOCAL 374**

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

**GENERAL MEMBERSHIP MEETING MINUTES**

**February 24, 2021**

Electronic Meeting via Zoom

*In accordance with CUPE National Directive of March 19, 2020 and April 8, 2020.*

**Call to Order**

The meeting was called to order at 7:08 pm by President Shireen Clark in the chair.

**MOTION:** THAT the agenda be approved as presented.

**M/S/C**

**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 W̱SÁNEĆ peoples.

**Roll Call of Officers**

<b>Present:</b>	
President	Shireen Clark
Treasurer	Carol McNichol
Recording Secretary	Amanda Irving
Vice President – Abilities Community Services	EXCUSED
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	Steve Migliarese
Vice President - Sooke	Andrew McNeill
Vice President – North Saanich	Sarah Fairbrass
Vice President – Together Against Poverty Society	Isabelle Dehler-Hyde
<b>Excused:</b>	Meredith Jenkinson
<b>Guest:</b>	Mark Hancock, CUPE Nation President Trevor Davies, CUPE BC Secretary Treasurer Karen Ranalletta, CUPE BC General Vice President
<b>CUPE Members:</b>	22

## **Reading of the Equality Statement**

The Equality Statement was read by Local 374 executive board members present.

## **Voting on New Members**

Colwood – 2

Oak Bay – 1

Sooke – 1

**MOTION:** THAT the new members be received as presented.

**M/S/C**

## **Guest Speaker**

### **Mark Hancock, CUPE National President (CUPE member since 1984)**

Mark Hancock addressed the membership and thanked Shireen Clark for her work as a National Trustee. He reported that COVID has impacted CUPE members greatly across the country but that we have been very lucky to have been prepared with technology to move into an electronic/virtual world smoothly. IT was extremely important to all our Local's and CUPE National worked with the federal government pushing the Liberals to make the grant programs better.

He reported that many CUPE members have lost their jobs and some have lost their lives since the pandemic hit. At the beginning of the pandemic approximately 82,000 members were laid off, now the numbers have bounced back to about 25,000. The largest hit sectors were libraries, schools and the airline industry.

He advised that there are many CUPE members who are essential workers and kept going to work in health care and long term care throughout the pandemic. These members were extremely scared of getting sick and passing on COVID to family members. They kept going to work to make sure people were getting the care they needed even without the necessary protective equipment. Ten CUPE members lost their lives to COVID, two of which worked in one long term care home.

He assured the membership that CUPE is going to remind the government that it was CUPE members, front line workers, who got us through this and that we are not going to pay the price for the rich to get their tax breaks. The work that our members do and the services they perform are valued.

He advised that the CUPE BC Convention is coming up with Trevor Davies and Karen Ranalletta running for positions. He highlighted the importance of this years Canadian Labour Council Convention as they will be taking a strong stance for changes in the constitution and asked that the Local consider sending delegates. The CUPE National Convention will take place the last week of November and is hoping that it will be in person.

### **Trevor Davies, CUPE BC Secretary Treasurer (past CUPE 374 President and member since 2004)**

Trevor Davises introduced himself to the membership. He is the past president of CUPE Local 374 and has been a dues paying members since starting work at the City of Colwood in 2004. He represented our local on the executive board for many years and attributes that experience to providing him the opportunity to move on to his position as Secretary-Treasurer for CUPE BC. As the Secretary-Treasurer he is responsible for the finances of CUPE BC and during this time there he has worked to pay off the CUPE BC debt from the strikes in 2013-2014.

CUPE BC has built up during his time and half a million dollars has gone to support members effected by the wild fires, floods and the pandemic.

This year Trevor is running for re-election as Secretary-Treasurer at the first ever virtual convention. Trevor is running with Karen Ranalletta for President.

**Karen Ranalletta, CUPE BC General Vice President**

Karen Ranalletta introduced herself to the membership. She served the members at UBC Local 2950 for 8 years on the executive board. She has also served as a CUPE National Trustee and has represented CUPE BC as one of their longest serving officers.

Karen is running for CUPE BC President and describes herself as an energetic creative person with a lot of drive. She feels that she is ready and now is the time to run for president. She has a track record for fighting and will stand side by side in any fight. Karen is proud to be running with Trevor Davies and is excited to move forward.

She expressed that meeting virtually with our Local is a great way to connect and that these virtual tools have allowed us to build solidarity and strengthened our presence, built networks and relationships.

Karen noted that the labour movement is going to be very important coming out of the pandemic and protecting public services. CUPE BC will be doing a lot to help the working people with Occupational Health and Safety, Workers Compensation and sick leave. She reported that CUPE BC has been working with a consultant doing an equity audit to ensure that we are walking the walk and talking the talk to build a stronger more inclusive membership.

Shireen advised that it has been 25 years since a woman has been a president of CUPE BC.

**MOTION:** THAT CUPE Local 374 endorse Trevor Davies for Secretary-Treasurer and Karen Ranalletta for President in the CUPE BC 2021 election.

**M/S/C**

**Reading of the Minutes**

The minutes of the November 18, 2020 General Membership Meeting were reviewed.

**MOTION:** THAT the General Membership Meeting minutes from November 18, 2020 be adopted as presented.

**M/S/C**

**Matters Arising from Minutes**

There were no matters arising from the minutes.

**Treasurer's Report**

- a. Financial Statement to December 31, 2020**
- b. Ledger Balance to January 31, 2021**

Carol McNichol, Treasurer, presented the Financial Statement to December 31, 2020. She reported that we saw a decrease in our term deposits at the beginning of COVID but they have now bounced back.

**MOTION:** THAT the Treasurer's Report be received as presented.

**M/S/C**

**c. 2021 Budget**

Carol McNichol, Treasurer, presented the 2021 Budget and with budget comparisons between 2020 and 2021. She noted that more than half the budget goes to per capita's and affiliation fees. Most items, including dues, were lower in the 2020 actual budget and the 2021 estimated budget due to COVID. It was reported that there was an increase to operating expenses due to the shift to online activities such as updating our website, voting programs, meeting programs and upgrades to technology.

There was a slight decrease in dues in 2020 due to membership loss and we anticipate this to continue into 2021. Per capita and affiliation fees are increasing in 2021. Education and convention cost are less as they are remote and do not have travel costs.

It was noted the there is a \$10,000 deposit for a credit card in the operating line-item expense for 2021. A credit card is needed to pay ongoing subscriptions for technology etc.

**MOTION:** THAT the 2021 Budget be adopted as presented.

**M/S/C**

**Communications**

There was no general correspondence.

**Executive Committee Report**

Shireen Clark, President, report that since the general meeting in November via zoom, we have been trying to improve training for the Executive Board for the Local Union office duties. Going forward we will have the options of hybrid meetings and training. Allowing both virtual and in-person (when permitted to happen again) to take place at the same time.

The Local Executive Board was able to plan the General Meetings for the year and add an extra one in due to the ability to hold online. I was appointed by CUPE BC as the Alternate Municipal Pension Board Trustee starting January 2021. This will give board members the opportunity to learn and perform functions of the President's Role.

Yesterday, our local grew by one more unit. We are pleased to welcome BC Healthy Communities Society.

CUPE BC has been offering webinars for the locals mostly pertaining to COVID related items in the workplace and improving online presence.

We haven't had too many new grievances during the pandemic. However, we have our 2nd zoom arbitration next week.

As the year begins and we are still in COVID, we are trying to adapt and offer new things to members. Budgets are different, we have learned the requirements needed to run an office effectively during a pandemic. If there is training you would like, to be involved in the Union, please see your unit VP.

**MOTION:** To receive the Executive Committee Report

**M/S/C**

## **Reports of Committees and Delegates**

### **a) Vancouver Island District Council**

Sarah Fairbrass, North Saanich Unit Vice President, reported that the Vancouver Island District Council (VIDC) will be holding a special meeting on Saturday March 6, 2021 via Zoom. The meeting is open to anyone and Sarah will post the information on the CUPE374 website. Those running for positions at the CUPE BC Convention will be attending to speak including Trevor Davies and Karen Ranalletta, looking for endorsement in the 2021 CUPE BC Elections.

### **b) Victoria Labour Council**

Isabelle Dehler-Hyde advised that the Victoria Labour Council is preparing for a snap federal election. Reviewing a report card of those they have supported in the past election and are preparing for the 2022 municipal elections.

**MOTION:** To receive the Reports of Committee and Delegates.

**M/S/C**

## **Unfinished Business**

There was no unfinished business.

## **New Business**

### **a) Local 374 Expense Policy Review**

Shireen Clark, President, reported that the expense policy went through four rounds of voting to narrowing it down to the items that were put forward to the membership for voting at this meeting.

1. Increase to executive honorariums  
Vote: 20 in favour – 1 against = PASSED
2. An honorarium for bargaining committee members  
Vote: 14 in favour – 4 against = PASSED
3. A tiered compensation for president position  
Vote: 15 in favour – 3 against = PASSED

## **Good of the Union**

There was no good of the union.

## **Nominations, Elections or Oath of Office**

There were no nominations, elections or oath of office.

**ADJOURNMENT**

Meeting was adjourned at 8:15 pm.

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Shireen Clark, President

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Amanda Irving, Recording Secretary