



**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

June 26, 2019

CROW'S NEST, 2ND FLOOR, ARCHIE BROWNING SPORTS CENTRE,
1151 ESQUIMALT ROAD, ESQUIMALT, BC

CALL TO ORDER

The meeting was called to order at 6:05 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	Steve Migliarese
Vice President - Sooke	Paul Butterfield
Vice President – North Saanich	Sarah Fairbrass
Vice President – Together Against Poverty Society	EXCUSED
Excused:	Isabelle Dehler-Hyde
Guests:	
CUPE Members:	9

READING OF THE EQUALITY STATEMENT

The Equality Statement was read by Shireen Clark, President.

VOTING ON NEW MEMBERS

- 1 – Sooke
- 24 – Oak Bay
- 2 – Sidney
- 4 – Colwood

- 13 – Esquimalt
- 1 – Metchosin
- 5 – North Saanich

Member Chris Wade from the Town of Esquimalt took the oath of membership.

MOTION: To receive the new members.

M/S/C

ADOPTION OF AGENDA

MOTION: To adopt the June 26, 2019 agenda as presented.

M/S/C

READING AND APPROVAL OF MINUTES

The minutes of the following General Membership Meeting were reviewed:

- March 14, 2019 General Membership Meeting
- March 14, 2019 Special Membership Meeting
- May 8, 2019 Special Membership Meeting

MOTION: To adopt the minutes from the March 14, 2019 General Membership Meeting, March 14, 2019 Special Membership Meeting and the May 8, 2019 Special Membership Meeting.

M/S/C

MATTERS ARISING FROM THE MINUTES

There were no matters arising from the minutes.

CORRESPONDENCE

Synopsis of correspondence was reviewed.

MOTION: To receive the Synopsis of Correspondence.

M/S/C

TREASURER'S REPORT

Carol McNichol, Treasurer, presented the treasurer's report and indicated that she had the supporting documentation such as bank deposits, statements and per capita reports on hand for all to review.

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

M/S/C

PRESIDENT'S REPORT

Shireen Clark, President, reported the following:

- Bargaining Conference – Saskatchewan; March 18-21
- Facilitated Financial Officers Training for CUPE March 29.
- CUPE BC Convention, Victoria; May 1-4.
- National Trustee Audit, Ottawa; June 3-7.

- Vacation June 10-14.
- National Trustee Meetings, Ottawa; June 17-19.
- Facilitated Financial Officers Training for CUPE June 24-25
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Upcoming

- Pride Parade July 7.
- Executive Meeting July 10.
- New Chief Administrative Officer Meeting; Sooke.
- New Chief Administrative Officer Meeting; Colwood.
- Sooke Bargaining – dates to be set.

Collective Agreement Update

- Our National Reps have been in contact with the Greater Victoria Labour Relations Association. The Collective Agreements previously received for proofing contained changes that were not signed off in bargaining. We have received 5 out of the 6 agreements today. It is anticipated that they will be printed and distributed by the end of July.

UNIT REPORTS

Shireen Clark, President, provided an overview of the written reports submitted from each unit.

Abilities Community Services – Meredith Jenkinson

- Nothing new to report.

City of Colwood – Gord Beauvillier

- Working hard to establish a good working relationship with Management through labour relations.
- Public Works hired three new Chargehands and three new Labourer II internally as well as two external full time Labourer II positions.
- A new Planner has been hired and started in June.
- The Director of Engineering and Public Works has taken a new job. Her last day is July 2.
- Colwood is welcoming a new Chief Administrative Office in August, Robert Earl, from the Town of Banff.

Township of Esquimalt - Steve Migliarese

- Public Works hired a new full time Refuse Collector and a Labourer I.
- The employer is currently interviewing for the Manager of Engineering position.
- The first post-separation vote unit meeting took place and 10 members attended. Hoping to have improved attendance as time goes on. Unit meetings are tentatively set to take place on the last Tuesday of each month, with occasional lunch break meetings to provide opportunities for members with differing schedules to attend.
- Working on gathering personal email addresses from those members who would like to receive email news updates, announcements and notices. Email will be used as a secondary communication medium to increase communication levels. The primary mode of communication will be through the union notice boards in the workplace.
- A meeting is scheduled July 9th with the employer to discuss new Employee Family Assistance Program options with increased services for our members and further discussion regarding flex time possibilities.

- The employer agreed not to contest members having union representation at meetings with management. This comes following reports from members feeling that meetings were somewhat disciplinary.

District of Metchosin – Melissa Kirk

- Property tax season is underway
- Paving roads in Metchosin
- Hired 2 Auxiliary workers for Public Works and hired 1 Auxiliary for the office

District of North Saanich – Sarah Fairbrass

- There has been a lot of job movement in the past couple of months both inside and outside and has provided some significant unprecedented movement particularly for outside staff.
- The Works Superintendent has been working on creating more progressive job movement and this has resulted in an additional Operator B, two Building & Grounds Maintenance Worker I and continuing to recognize 'long standing' employees by moving to higher positions or through creation of new ones.
- Revising and restructuring has been a challenge within the confines of Job Evaluation.
- There are three outstanding grievances, some issues with the employer sharing information with the union and their interpretation of the collective agreement.

Town of Oak Bay – Gary Flynn

- There has not been a labour management meeting in a long time.
- There are a few outstanding grievances that the employer is not wanting to deal with.
- There has been several new jobs posted which is great. There are existing jobs that have been brought forward for wage increases but the employer has not responded to these.

Town of Sidney – Ron Green

- New Director of Engineering and Senior Engineering Tech has been hired.
- Questions about when the new Collective Agreements will be available.
- New Firehall grand opening will take place June 21 2019.

District of Sooke – Paul Butterfield

- New Chief Administrative Officer, Norm McInnis (from Fernie) starts July 1st.
- No news on pending grievances.
- No news on existing bullying and harassment claim.
- Director of Finance has not returned to work since January. Existing Director may step in to a new position. No details were given.
- Head of Planning and Waste Water Clerk have resigned.
- Head of Waste Water position remains unfilled.
- Director of Development Services/ Municipal Engineer position is not yet filled.

Together Against Poverty Society – Isabelle Dehler-Hyde

- There have been significant staff changes since March. Three staff have resigned and other staff members have shuffled positions and temporarily taken on extra job duties to fill the gaps.
- One staff members is on a leave until August to finish a law degree and will be returning as a full-fledged lawyer.

- The Tax Coordinator position has been posted and they are hoping to fill it with an external candidate by July. With this position open it has put a strain on the weekly drop-in tax clinic.
- Workloads are overwhelming at this time and capacity is diminished.
- A large tenancy file has been taken on representing an entire building with significant residential tenancy issues. This has not allowed them to take on any new tenancy files despite the high demand.
- The income assistance team has had to reduce its intakes due to staffing shortages and is now only taking on new clients with emergency situations.
- At the labour management meeting in April they worked on creating bullying and harassment policies and addressing issues related to the matching RRSP program.
- This year is TAPS' 30th birthday and they are hoping to host an open house in the Fall.

MOTION: To receive the President and Unit reports.

M/S/C

There were no matters arising from President and Unit Reports.

REPORTS OF COMMITTEES AND DELEGATES

a) CUPE BC Convention

There were 600 people in attendance at this year's CUPE BC Convention which took place in Victoria. Gord Beauvillier and Paul Butterfield attended the convention as first time delegates. They reported that the convention was amazing and high energy. It was great to see the activism. There was a lot of discussion around inclusiveness. They got a good sense of what was happening locally and nationally and would both recommend attending a CUPE convention.

b) Vancouver Island District Council (VIDC)

Sarah Fairbrass reported that VIDC elections took place at the last meeting and she has been re-elected for a 2 year term as Vice President.

Sarah highlighted the following events:

- Miners Memorial, an annual commemoration of fallen labour members, took place last weekend at Comox Lake.
- July 2nd Pride Parade – this is a fun family friendly event and everyone is encouraged to attend.
- Labour Day picnic next year will be moving back to a park and be about celebrating labour. In past years it has taken place on the lawn of the legislature and did not allow for the same type of celebration.

UNFINISHED BUSINESS

a) 60th Birthday Celebrations

Executive board members are investigating activities and dates that will work for different locals. It was decided that a small event will take place in each community that we represent for members instead of one large event. As soon as the details are confirmed information will go out to the membership.

NEW BUSINESS

1. 2019/2020 Scholarship Draws

Twelve applications were received (2 Esquimalt, 1 Colwood, 1 Sidney, 1 North Saanich, 6 Oak Bay) and a random draw took place.

The following names were drawn:

1. Andre Rodriguez – North Saanich – B. Economics at UVIC
2. Macy Preston – Oak Bay – B. Chemistry at UVIC
3. Malcom Harrison – Oak Bay – B. Arts & Science at Queen’s
4. Nolan Mitchel – Oak Bay – Civil Engineering at Camosun (UBC)

NOMINATIONS, ELECTIONS OR OATH OF OFFICE

a) Trustee (1 position) 3 Year Term Auditing 2018-2021

Prior to a call for nominations Shireen Clark explained the duties of a Trustee. She explained that it is a 3 year term and requires approximately one to two days per year to go through the financial records of the Local. A report is written by the trustees and submitted to CUPE National. The trustee elected will join Josh Lloyd and Adam Gow as trustee.

Carol McNichol nominated Kevin Atkinson from the Town of Sidney.

No other nominations were received.

Kevin Atkinson was unable to attend the meeting but has indicated that he will stand.

Shireen Clark advised that if there is anyone interested in becoming a trustee in the future please contact her as there is training available.

GOOD OF THE UNION

Sarah Fairbrass indicated that Rick Williams will be retiring from North Saanich effective July 19, 2019.

NEXT MEETING DATE

At the direction of the Chair.

ADJOURNMENT

MOTION: To adjourn the meeting at 6:46 pm.

M/S/C

Shireen Clark, President

Amanda Irving, Recording Secretary