



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

June 17, 2020 at 7:00 pm

Electronic Meeting via Zoom

AGENDA

IMPORTANT: Membership Participation

In accordance with CUPE National directives of March 19, 2020 and April 8, 2020, CUPE Local 374 will conduct business without in person public attendance during the COVID19 Pandemic. Maintaining good governance, accountability and transparency is very important to us and we encourage members to attend our meetings electronically.

To participate in General Membership or Unit Meetings [subscribe](#) to our bulletins and meeting invites on our website at www.cupe374.ca. You must subscribe no later to than Monday, June 15, 2020 to be included in the June 17, 2020 meeting invite. If you miss the deadline please contact the recording secretary at recordingsecretary@cupe374.ca for assistance.

The meeting will be conducted via Zoom. Please download the Zoom app to your device in advance of the meeting. Instructions are attached to this agenda.

Page

1. Call to Order

Zoom Instruction

3 - 11

2. Recognition of Territory

We acknowledge the land on which we gathered that is within the traditional territories of the Lkwungen, Malahat, Pacheedaht, Scia'new, T'Sou-ke and WSÁNEĆ peoples.

3. Roll Call of Officers

4. Reading of the Equality Statement

12

5. Voting on New Members

6. Reading of the Minutes

6.1. General Membership Meeting – March 12, 2020

13 – 17

7. Matters Arising from the Minutes

8. Treasurer's Report

8.1. Financial Statement to May 31, 2020	18
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9. Communications

- | | |
|--|---------|
| • CUPE National – Conducting Local Union Business During the COVID-19 Pandemic | 19 - 26 |
| • CUPE National – Fix Long Term Care Campaign | 27 - 28 |

10. Executive Committee Report	29
---------------------------------------	----

11. Reports of Committees and Delegates

- Vancouver Island District Council
- Victoria Labour Council

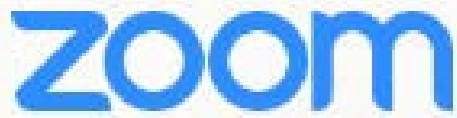
12. Unfinished Business

13. New Business

- | | |
|---|--|
| 13.1. 2020/21 CUPE374 Local Scholarship Draw | |
| 13.2. Colin Gusikoski, Labour Lawyer, Victory Law | |
| • Employment Rights During COVID-19 | |
| • Q&A from Membership | |

14. Good of the Union

15. Adjournment



PARTICIPANT INSTRUCTIONS

Table of Contents

Prerequisites	1
Before a Videoconference	1
JOIN A MEETING	2
Email or Calendar Invitation	2
SETTING UP YOUR DEVICE	3
Windows/MAC.....	3
IOS – iPhone or iPad	4
Android	5
Telephone	6
INSTRUCTIONS FOR PARTICIPATING IN A MEETING.....	6
Participant Controls	6
Desktop/Laptop	6
iPad	7
Telephone	7

This manual provides instructions on how to join an instant meeting through an email invite, an instant messaging invite, from the browser, from the Zoom desktop and mobile application, and from a landline or mobile phone.

Prerequisites

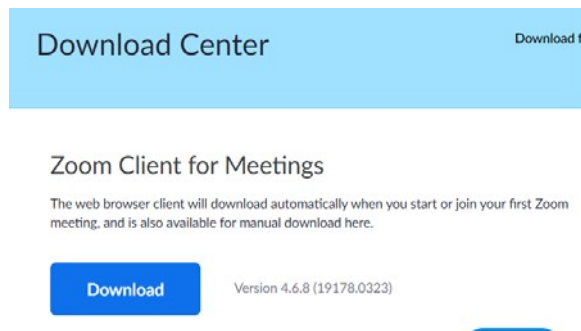
If you're are using your laptop or desktop it must have a camera, microphone and speakers.

Before a Videoconference

1. You will need a computer, tablet, or smartphone with speaker or headphones. You will have the opportunity to check your audio immediately upon joining a meeting.
2. You will receive notice for a videoconference or conference call from your host/organizer. The notification will include a link to "Join via computer" as well as phone numbers for a conference call option. It will also include the 9-digit (usually) Meeting ID.

Before joining a Zoom meeting you can download the Zoom app:

- On your computer
"Zoom Client for Meetings" app from the [Download Center](#) at <https://zoom.us/download>



- On your iPhone or iPad through your App Store OR on your Android through the Google Play Store.



Otherwise, you will be prompted to download and install Zoom when you click a join link.

JOIN A MEETING

Each meeting has a unique 9, 10, or 11-digit number called a meeting ID that will be required to join a Zoom meeting.

1. Join the meeting at least 5 minutes before the start time, click on the link in your invitation to join via computer. You may be instructed to download the Zoom application if you haven't already.
2. You have an opportunity to test your audio at this point by clicking on "Test Computer Audio." Once you are satisfied that your audio works, click on "Join audio by computer."

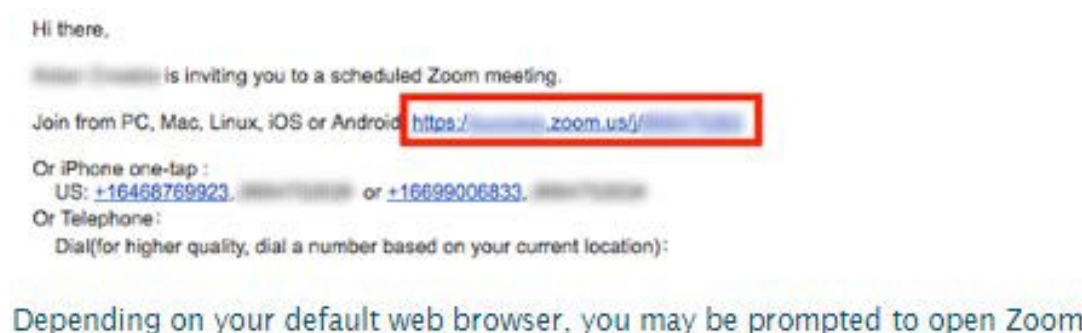
You may also join a meeting without clicking on the invitation link by going to join.zoom.us on any browser and entering the **Meeting ID** provided by the meeting host/organizer.

If you are having trouble hearing the meeting, you can join via telephone while remaining on the video conference:

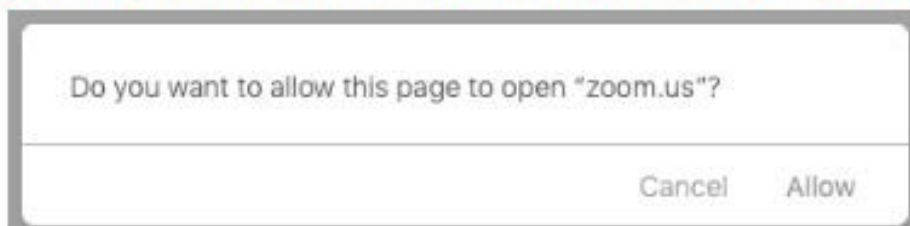
- On your phone, dial the teleconferencing number provided in your invitation.
- Enter the Meeting ID number (also provided in your invitation) when prompted using your touch-tone (DTMF) keypad.
- If you have already joined the meeting via computer, you will have the option to enter your 2-digit participant ID to be associated with your computer.

Email or Calendar Invitation

Click the join link in your email or calendar invitation.



Depending on your default web browser, you may be prompted to open Zoom.



SETTING UP YOUR DEVICE

Windows/MAC

1. Open the Zoom desktop client.
2. Join a meeting using one of these methods:
 - Click **Join a Meeting** if you want to join without signing in.



- Sign in to Zoom then click **Join**



Join

3. Enter the **meeting ID** and your display name.
 - If you're signed in, change your name if you don't want your **default name** to appear.
 - If you're not signed in, enter a display name.

Join a Meeting



Grant MacLaren

☐ Do not connect to audio

☐ Turn off my video



IOS – iPhone or iPad

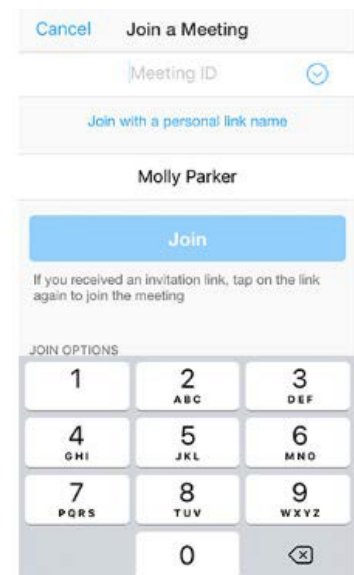
1. Open the Zoom mobile app. If you have not downloaded the Zoom mobile app yet, you can download it from the App Store.
2. Join a meeting using one of these methods:
 - Tap **Join a Meeting** if you want to join without signing in.



- Sign in to Zoom then tap **Join**

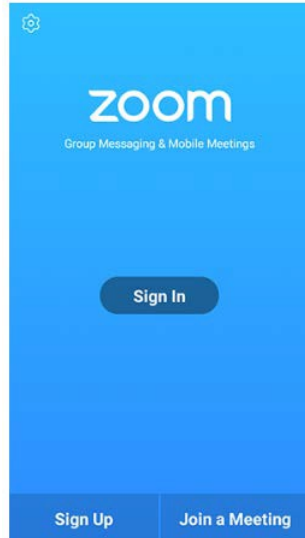


3. Enter the **meeting ID** number on your display name.
 - If you're signed in, change your name if you don't want your **default name** to appear.
 - If you're not signed in, enter a display name.
4. Select if you would like to connect audio and/or video and select **Join**.



Android

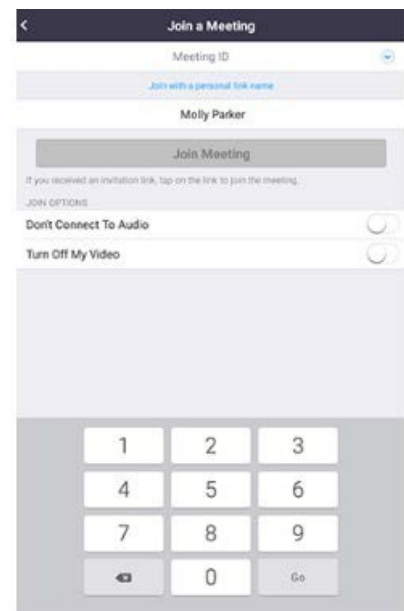
1. Open the Zoom mobile app. If you have not downloaded the Zoom mobile app yet, you can download it from the Google Play Store.
2. Join a meeting using one of these methods:
 - Tap **Join a Meeting** if you want to join without signing in.



- Sign in to Zoom then tap **Join**.



3. Enter the **meeting ID** number and your display name.
 - If you're signed in, change your name if you don't want your **default name** to appear.
 - If you're not signed in, enter a display name.
4. Select if you would like to connect to audio and/or video and tap **Join Meeting**.



Telephone

You can join a Zoom meeting via teleconferencing/audio conferencing (using a traditional phone).

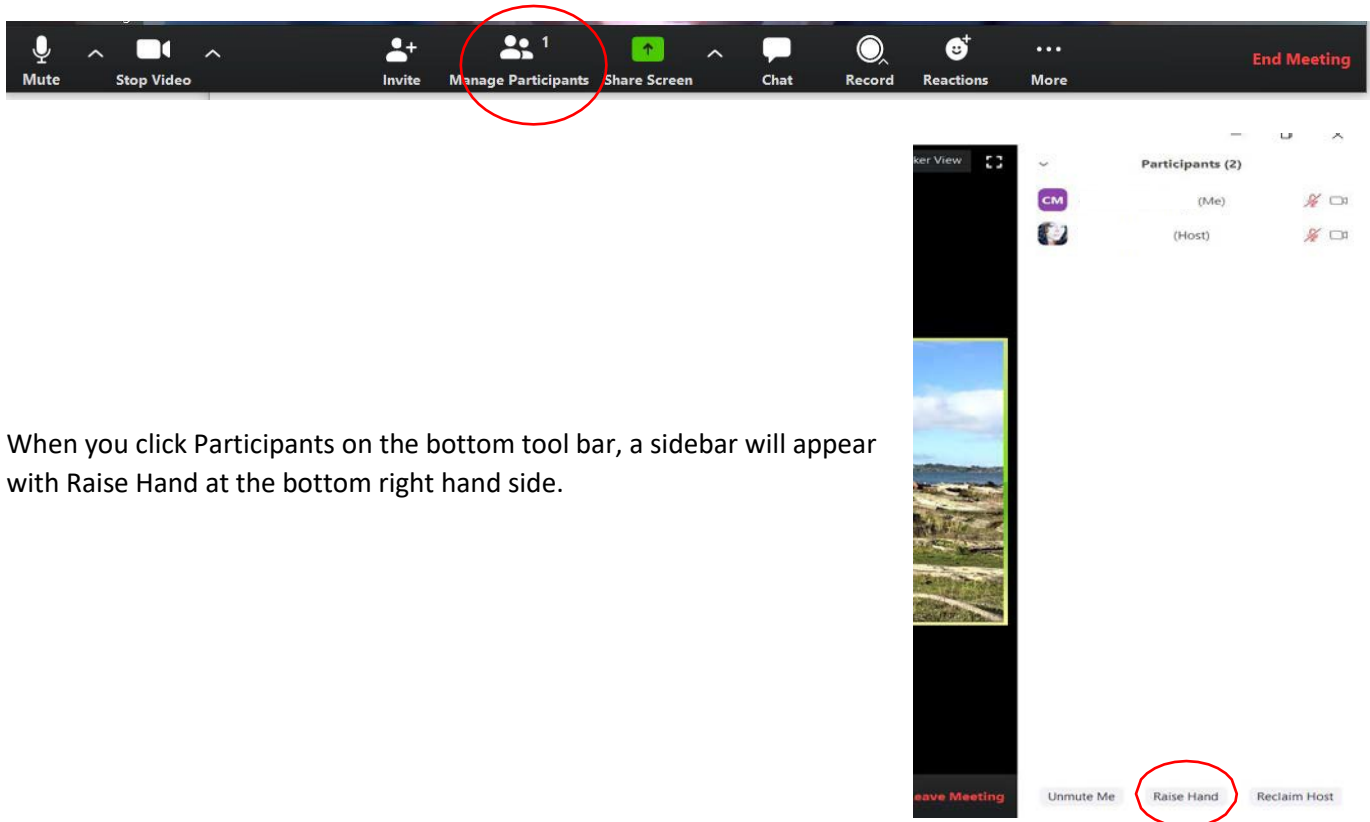
- On your phone, dial the **teleconferencing** number provided in your invite.
- You will be prompted to enter the meeting ID - the nine (9), ten (10), or eleven (11) digit ID provided to you by the host, followed by #.
- Enter the meeting Password when prompted, followed by #.
- You will be prompted to enter your unique participant ID. Press # to skip.

INSTRUCTIONS FOR PARTICIPATING IN A MEETING

Participant Controls

Desktop/Laptop

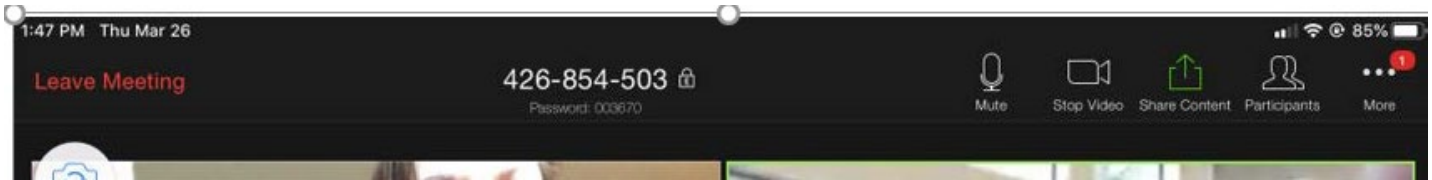
Participant controls are on the bottom of your Zoom screen:



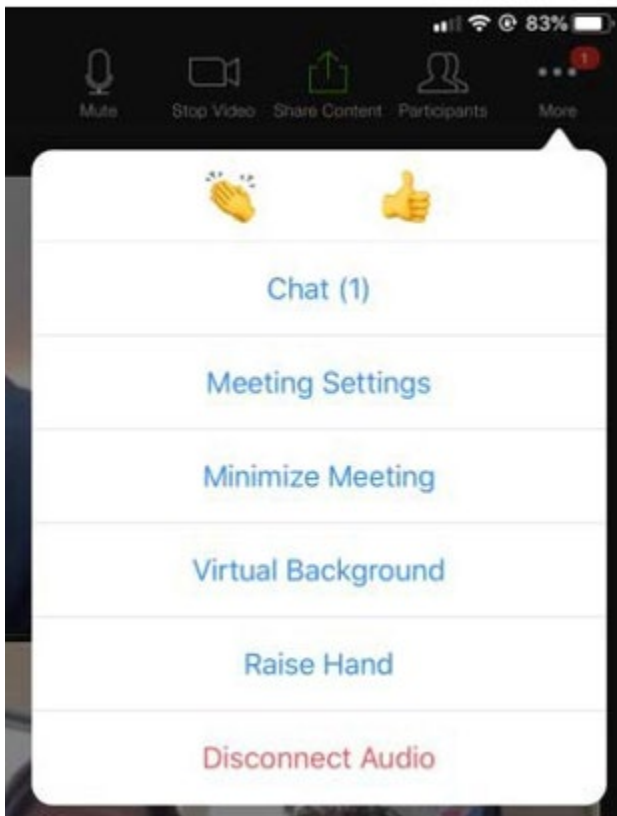
When you click Participants on the bottom tool bar, a sidebar will appear with Raise Hand at the bottom right hand side.

iPad

Below are the controls that will appear on your screen. Ensure that your microphone and video are on so that you can be seen and heard.



If you press More.... this dropdown will appear.



Telephone

Phone controls for participants

The following commands can be entered using your phone's dial pad while in a Zoom meeting:

- *6 - Toggle mute/unmute
- *9 - Raise hand

Entering the meeting password using your dial pad.

Equality Statement

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all sisters and brothers deserve dignity, equality and respect.



PAUL MOIST
National President



CHARLES FLEURY
National Secretary-Treasurer



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

TREASURER'S REPORT TO MEMBERSHIP

	1st QTR	CURRENT			
No. Of Full Time Members	422	o/s			
No. of Part Time Members	28	o/s			
No. of Auxiliary Members	476	o/s			
Total Membership	926				
Ledger Bank Balance for Beginning of April:		\$68,883.24			
INCOME	1st QTR	CURRENT	YTD	BUDGET	REMAINING
Dues	181,877.11	93,584.74	275,461.85	645,946.18	370,484.33
Other	55,512.55	35.57	55,548.12	316.36	- 55,231.76
Total Income:	237,389.66	93,620.31	331,009.97	646,262.54	315,252.57
EXPENSES	1st QTR	CURRENT	YTD	BUDGET	REMAINING
CUPE Per Capita	78,257.36	22,406.70	100,664.06	280,308.24	179,644.18
Affiliation Fees	19,903.40	1,062.32	20,965.72	58,544.00	37,578.28
Salaries (Officer Book Off)	43,789.96	8,563.02	52,352.98	137,077.50	84,724.52
Operating Expenses	7,570.35	7,884.26	15,454.61	27,000.00	11,545.39
Special Purchases	-	-	-	6,000.00	6,000.00
Executive Expenses	8,620.25	4,637.38	13,257.63	45,779.00	32,521.37
Bargaining Expenses	2,271.19	-	2,271.19	6,562.50	4,291.31
Grievances/ Arbitration	1,506.06	714.88	2,220.94	-	- 2,220.94
Committee Expenses	542.14	-	542.14	7,250.00	6,707.86
Conventions/ Conferences	3,331.34	-	3,331.34	14,700.00	11,368.66
Education	18,877.40	4,867.89	23,745.29	49,000.00	25,254.71
Contributions/ Donations	12,736.67	-	12,736.67	11,300.00	- 1,436.67
Other	845.48	-	845.48	2,500.00	1,654.52
Total Expenses:	198,251.60	50,136.45	248,388.05	646,021.24	397,633.19
Surplus (Deficit) for the Period:	39,138.06	43,483.86	82,621.92		
Ledger Bank Balance at End of Period:		\$112,367.10			

Conducting Local Union Business During the COVID-19 Pandemic

President CUPE374

Thu 3/19/2020 2:39 PM

Please read the message below from President, Mark Hancock, on how we as a local should conduct business during this pandemic.

Sisters, Brothers and Friends:

The impact of the COVID-19 pandemic continues to evolve, with public health agencies providing updates and new guidelines and restrictions almost daily. All regions are now recommending social distancing measures, including restricting public gatherings.

CUPE locals, councils, and divisions should follow directives from the public health authorities in their region

These recommended measures will impact our regular activities, and in most cases will require locals to postpone or alter meetings.

In these extraordinary times it is important to maintain good governance, accountability and transparency. With this in mind, I am providing the following guidelines to help address questions of compliance with local bylaws and CUPE's National Constitution.

Teleconferencing and Video Conferencing

If necessary, where feasible, and until further notice, meetings may be conducted electronically via conference calls, telephone town halls or videoconferencing. We advise locals to explore available electronic meeting platforms

Electronic Voting

Where adopting motions to conduct the regular business of the union, such as for decisions of the executive board or executive committee, voting can be done via email.

Where voting must be secret, such as ratifications or job action mandates, and where votes cannot be delayed, locals can explore the possibility of using a secure and reliable electronic voting platform. Remember that some votes are also governed by labour legislation.

Nominations and Elections

Wherever possible, local elections should occur within the same timeframe as laid out in local bylaws. Nominations that might normally occur at a membership meeting can be done by email, and elections can be conducted electronically using a secure platform.

If maintaining the existing timeframe is not feasible, the elections process can be delayed by up to one month.

Postponing Meetings

Where it is not possible to hold a meeting and remote solutions are not feasible, local meetings may be postponed for a period of one month. Applicable timelines in the bylaws will be extended accordingly. We will be monitoring the situation across the country and will provide updates on this timeline if necessary.

Opportunities

While there are many other issues facing our union right now, we encourage you to consider the challenges you might be having communicating with your members outside of the workplace. Consider using this opportunity to collect and compile personal contact information for your members. This may also be a good time to review your local's decision making and election processes and note possible future bylaw changes.

Other Issues and Exemptions

Bylaws vary widely from one local to the next, and these guidelines will not address every variable. For issues not contemplated here, for questions related to council and division meetings and conventions, or to discuss possible additional exemptions, please contact your National Representative.

In solidarity,

A handwritten signature in black ink, appearing to read "Mark Hancock", with a stylized flourish at the end.

MARK HANCOCK
National President



FW: UPDATE – Conducting Local Union Business During the COVID-19 Pandemic

President CUPE374

Fri 5/29/2020 8:50 AM

To: recordingsecretary@cupe374.ca <recordingsecretary@cupe374.ca>;

[Shireen Clark](#) | [President, CUPE Local 374](#)

From: Mark Hancock <webmaster@cupe.ca>

Sent: April 8, 2020 12:19 PM

To: President CUPE374 <president@cupe374.ca>

Subject: UPDATE – Conducting Local Union Business During the COVID-19 Pandemic



Sisters, Brothers and Friends:

This is an update to the memorandum dated March 19, 2020 offering guidelines for conducting Local Union business during the current COVID-19 pandemic.

The situation continues to evolve, with public health agencies providing updates, new guidelines, and restrictions. CUPE locals, councils and divisions must continue to follow directives from the public health authorities in their region. These measures require locals to postpone or alter meetings.

In these extraordinary times it is important to maintain good governance, accountability and transparency. With this in mind, I am providing the following updated guidelines to help address questions of compliance with local bylaws and CUPE's National Constitution.

Teleconferencing and Video Conferencing

If necessary, where feasible, and until further notice, meetings may be conducted electronically via conference calls, telephone town halls or videoconferencing. We

advise locals to explore available electronic meeting platforms. As the restrictions on gatherings now extend over a significant period of time, exploring alternatives for conducting meetings has become imperative.

Electronic Voting

Where adopting motions to conduct the regular business of the Union, such as for decisions of the Executive Board or Executive Committee, voting can be done via email.

Where voting must be secret, such as ratifications or job action mandates, the local may use a secure and reliable electronic voting platform. There are several available, and we suggest you consult your National Representative for exploring options. Remember that some votes are also governed by labour legislation.

Nominations and Elections

Wherever possible, local elections should occur within the same timeframe as laid out in local bylaws. Nominations that might normally occur at a membership meeting can be done by email, and elections can be conducted electronically using a secure platform.

If maintaining the existing timeframe is not feasible, the elections process can be delayed **until June 2020**.

Postponing Meetings

Where it is not possible to hold an electronic meeting and remote solutions are not feasible, local meetings may be postponed **until June 2020**. Applicable timelines in the bylaws will be extended accordingly. We will continue to monitor the situation across the country and will provide updates on this timeline if necessary.

Opportunities

While there are many other issues facing our Union right now, we encourage you to consider the challenges you might be having communicating with members outside of the workplace. Consider using this opportunity to collect and compile personal contact information for your members. It may also be a good time to review your local's decision-making and election processes and note possible future bylaw changes.

Other Issues and Exemptions

Bylaws vary widely from one local to the next, and these guidelines will not address every variable. For issues not contemplated here, for questions related to council and division meetings and conventions, or to discuss possible additional exemptions, please contact your National Representative.

In solidarity,



MARK HANCOCK
National President



CUPE Guide to Electronic Meetings and Voting

Overview

This guide follows Brother Mark Hancock's March 19 and April 6, 2020, messages to all CUPE chartered organizations regarding conducting local union business during the COVID-19 pandemic.

The message advised that:

- 1) All CUPE locals should comply with their region's public health directives, including social distancing and cancellation of large public meetings;
- 2) As much as possible, the business of the local union should continue during the COVID-19 pandemic in accordance with local bylaws and timelines;
- 3) All local business that can be conducted online (or using other electronic media such as telephone town halls) should be conducted in this way;
- 4) Where necessary local business cannot be conducted electronically, the National President's Office authorizes locals to postpone the business up to June 2020.

Exceptions to any of the above provisions must be approved by the National President's Office.

Committee Meetings

Under most local bylaws, day-to-day business is conducted by the Executive Committee. During the COVID-19 Pandemic, the Executive Committee should continue holding regular meetings as scheduled, but these meetings should occur online or by phone.

Other local committees should also hold online meetings and continue as much of their work as possible.

Zoom is an online platform that may be used for executive meetings as well as for committee and membership votes.

In accordance with CUPE's pandemic directives, locals can pass motions and conduct regular business electronically. You should continue to follow your local bylaws and usual practices regarding the submission of motions for consideration and voting.

Membership Meetings

Local bylaws normally require membership meetings to be held at regular intervals. Where possible, locals should continue to comply with these bylaws and hold membership meetings as scheduled, but using online platforms.

There are at least two functions of most membership meetings: For the local officers to provide updates to members; and for members to participate in making local decisions via discussion and voting.

Elections

You can hold votes and elections during a meeting — including secret-ballot votes — using Zoom. If your local bylaws and/or your local practices require you to hold elections at membership meetings, you can hold the elections electronically using the “polling” function in Zoom.

Please note that if members dial in to the Zoom meeting instead of logging in via the internet, they will not be able to vote. The polling function only works for those who join the meeting by internet. There are telephone-based options for voting, such as Simply Voting, which offers phone-based elections. CUPE research staff may also be able to set up text message voting at a very low cost.

Other Votes

Fully secure, professional online voting service should be used for any votes your local is conducting that are governed by legislation and/or overseen by the Ministry of Labour. These include strike votes and ratification votes.

Fix long-term care campaign launch

Mark Hancock <webmaster@cupe.ca>

Tue 5/26/2020 11:36 AM

To: recordingsecretary@cupe374.ca <recordingsecretary@cupe374.ca>;



Sisters and brothers and friends,

As you know, the COVID-19 emergency has put a spotlight on the crisis happening in long-term care homes across Canada. Four out of every five deaths in Canada have either been residents or workers in care homes. And for us in CUPE, it's no secret why: underfunding, understaffing, and a focus on profit instead of care has been wearing down the system for decades.

This week, CUPE launched a campaign calling on Prime Minister Justin Trudeau to do the right thing and fix our broken long-term care system. It's time to recognize long-term care for what it is – health care – and to provide the funding and resources that residents and workers alike deserve. Long-term care should be public, not for-profit, and it should be funded and resourced so that residents and workers can live safely and with dignity.

Our campaign will put pressure on the federal government by mobilizing thousands of voices across Canada to write to the Prime Minister and demand change now.

I am asking for your help to amplify our message by sharing this campaign with your members, families, friends and allies.

- [Please visit fixlongtermcare.ca](https://fixlongtermcare.ca) and [sign the letter to the Prime Minister](#).
- [Please share the campaign within your networks](#).

We owe it to every care home resident, every care aide, and every one of our 65,000 members in the long-term care sector to make sure this kind of preventable crisis never happens again. With your help, we can fix long-term care.

In solidarity,

A handwritten signature in black ink, appearing to read 'Mark Hancock', with a stylized flourish at the end.

MARK HANCOCK

National President





Executive Committee Report June 2020

Since our last general meeting, the world has changed drastically. It has been a very busy few months having constant meetings with employers and the executive board as we determine the ever-evolving guidelines in the workplace.

The Local Executive Board has met weekly since the week of March 23rd via Zoom. Not only has this kept our spirits up but it has enabled us to compare what is going on in each workplace from day to day, week to week. Allowing us to stay on top of potential issues.

I have had routine calls with the majority of employers on a weekly to bi-weekly basis. The first 5 weeks is was constant as we all found ways to implement the mandatory changes coming down from both provincial and federal levels. We have provided support and resources to the Employers to assist as best as possible where requested and required.

In April, CUPE BC held an all presidents meeting via Zoom. All the local presidents from BC met online to discuss issues at hand and offer support to one another. CUPE BC offered financial support to all locals to improve technology during this time.

As you can imagine, this pandemic has made us all aware of how we need to improve our technological devices. In the past few months, we have acquired the following services to improve our communication with members:

- Simply Voting to conduct elections
- Zoom account to hold meetings online
- Membership subscribe section to the website
- Created the ability to mass send information to members

During the first 2 months, we sent out notices to all employers to suspend timelines of active and new grievances while we all dealt with the pandemic. Now that work is starting to resume in the offices again, we have started dealing with outstanding issues. Below is a chart listing our current grievance status to date.

GRIEVANCES	1st QTR	CURRENT	TOTAL
ACTIVE	11	3	14
RESOLVED		3	3
TOTAL	11	6	17

Finally, as this pandemic has cancelled many events and the inability to plan for any conferences, conventions and education in group settings, we have amended the 2020 Budget. It has been a work in progress with estimations to how the remainder of the year will play out.

Stay safe and healthy.

In Solidarity,

Shireen Clark,
President, CUPE Local 374