



**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 and BC Healthy Communities Society

GENERAL MEMBERSHIP MEETING MINUTES

May 12, 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 7:02 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 WSÁNEĆ peoples.

ROLL CALL OF OFFICERS

Present:	
President	Shireen Clark
Treasurer	Carol McNichol
Recording Secretary	Amanda Irving
Vice President – Abilities Community Services	Meredith Jenkinson
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
Acting Vice President – Together Against Poverty Society	Thea McDonagh
Vice President – BC Healthy Communities Society	Johanna Henderson
CUPE Members:	15

READING OF THE EQUALITY STATEMENT

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

VOTING ON NEW MEMBERS

Colwood – 5
Together Against Poverty Society – 1
Sidney - 7
Sooke – 4

MOTION: THAT the new members be received as presented.

M/S/C

GUEST SPEAKERS

There were no guest speakers.

READING OF THE MINUTES

The minutes of the February 26, 2021 General Membership Meeting were reviewed.

MOTION: THAT the General Membership Meeting minutes from February 26, 2021 be adopted as presented.

M/S/C

MATTERS ARISING FROM MINUTES

There were no matters arising from the minutes.

TREASURER'S REPORT

Carol McNichol, Treasurer, presented the ledger to April 30, 2021. She reported that we are on track as budgeted and everything is balanced. Per captias are paid to February as it is challenging to get reports from employers.

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

M/S/C

COMMUNICATIONS

General correspondence received:

- Legislative Coordinator's Report
- Advance Notice: CUPE National Convention 2021
- CUPE BC Memo re: CUPE National Per Capita Arrears
- Seamark Monthly Evaluation
- Seamark Quarterly Report
- Legislative Coordinator's Report
- CUPE BC 2021 Convention Updates Announcements & Reminders

EXECUTIVE COMMITTEE REPORT

It has now been over a year since we have adapted to conducting business virtually. It seems to be catching up with everyone both mentally and physically. Everyone is exhausted.

The Local Executive Board still meets monthly via zoom. Last year before the pandemic hit, we knew that a dues increase was imminent. We held off moving forward due to the unknown. However, we are back in the same

situation. Costs have grown, uncertain rental space looms, and we have 10 employers with members to service. The split with the District of Saanich in 2011 has had an impact on us financially. We have been discussing it at the Executive Board and although the timing isn't great, we are trying to keep the Local functioning and able to provide for all members.

CUPE BC will be having its annual convention virtually May 19-21. 5 of us will be attending, in a socially distance room, together.

Grievances have gone down substantially during the pandemic. We are awaiting 1 arbitration ruling still. The pandemic has opened up dialogue with most employers and allowed us to work through issues together. Below is a chart listing our current grievance status to date.

GRIEVANCES	1st QTR	2nd QTR	TOTAL
ACTIVE	11		11
RESOLVED	7	1	8
TOTAL	4	1	3

Unit Highlights:

Abilities Community Services – Meredith Jenkinson

- Regular Monthly Labour Managements now in place.

BC Healthy Communities – Johanna Henderson

- Currently reviewing draft collective agreement for upcoming bargaining for first contract.

City of Colwood – Gord Beauvillier

- Colwood has been mostly quiet, membership continues to put their best foot forward during the Pandemic operating structure. Mental fatigue and all around low moral is prevalent but with a hint of optimism at the prospect of restrictions being lifted in the future.

District of Metchosin – Melissa Kirk

- There are discussions about answering the phones again in the office instead of leaving a voice message on the answering machine as there are complaints from residents and contractors that no one is picking up the phone.
- The office is still not open to the public, however, we are using a service window to deal with the public. Inside workers are working 3 days a week in the office and 2 from home. Outside staff working full-time.
- Office is busy with a lot of FOI's from the public.

District of North Saanich – Sarah Fairbrass

- Weekly PHO updates provided to staff by CAO.
- Former 374 member has started as the new North Saanich Director of Corporate Services.
- A union member has taken the exempt position of Deputy Clerk/Executive Secretary.
- Planning a Labour Management meeting with new Director of Corporate Services end of May or beginning of June.

District of Oak Bay – Gary Flynn

- Jobs being posted and filled. Which is nice to see.
- Not much else happening just waiting to return to normal.

District of Sooke – Andrew McNeill

- Labour Management to introduce new VP to procedures.
- Team will be meeting in-person, at a distance, to discuss the Job Evaluation LOU and get started on creating a plan.
- Bargaining dates scheduled for the fall for the collective agreement expiring at the end of 2021.

Together Against Poverty Society - Isabelle Dehler-Hyde

- No report received.

Town of Sidney – Ron Green

- New hires for summer still going on.
- Covid still high on anxiety list for everyone. Management starting to question sick leave etc.
- Morale is low.

Township of Esquimalt – Steve Migliarese

- Some position juggling going on with moving between locations. Trying to work with employer and affected members.
- Currently no PW Manager or Director of Parks.

MOTION: To receive the Executive Committee Report

M/S/C

REPORTS OF COMMITTEES AND DELEGATES

Vancouver Island District Council - Sarah Fairbrass, Vice President

- Our next general meeting is Saturday May 29, 2021 at 10 AM. There are 30 positions for election at the May meeting so it will be a busy one, following right after convention!!
- VIDC has sent letters of support/endorsement to both Karen Ranaletta and Trevor Davies in their bid for the positions of CUPE BC President and Secretary-Treasurer at CUPE BC convention.
- If anyone ever has questions about the Council and the work it does, please feel free to contact me.

Victoria Labour Council - Isabelle Dehler-Hyde

No report received.

MOTION: To receive the Reports of Committee and Delegates.

M/S/C

UNFINISHED BUSINESS

There was no unfinished business.

NEW BUSINESS

a) CUPE Local 374 Scholarship

Shireen Clark, President, advised that the Local will be receiving application until June 4th and reported that 13 applications have been received to date:

- 1 Colwood
- 2 Esquimalt
- 1 Metchosin
- 3 North Saanich
- 4 Oak Bay
- 2 Sidney

b) Notice of Motion

The following Notice of Motion was served to the membership:

NOTICE OF MOTION:

THAT CUPE Local 374 will increase membership dues from 1.75 percent to 2.15 percent in a two-step increment as follows:

- Effective August 1, 2021, membership dues will increase from 1.75 percent to 2 percent.
- Effective March 1, 2022, membership dues will increase from 2 percent to 2.15 percent.

AND THAT CUPE Local 374 Bylaws will be amended accordingly.

Shireen advised that the Notice of Motion is not debated when “served”, only presented to the members. The purpose of holding a special meeting is to ensure all members are given advanced notice of the motion which will be debated and voted on at our June 24th, 2021 Special General Membership meeting at 6:30 pm.

Lunchtime virtual meetings will be set up on May 18, 25, June 9, and 16 from 11:30 am to 1:30 pm for members to login and ask questions. The membership was also advised to reach out to their Unit Vice Presidents who will be happy to answer any questions.

GOOD OF THE UNION

There are two upcoming retirements. One in Esquimalt and one in Sidney.

NOMINATIONS, ELECTIONS OR OATH OF OFFICE

There were no nominations, elections or oath of office.

ADJOURNMENT

Meeting was adjourned at 7:22 pm.

Shireen Clark, President

Amanda Irving, Recording Secretary