



**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
March 9, 2022**

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 7:03 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

Present:	
President	Shireen Clark
Treasurer	Carol McNichol
Recording Secretary	Amanda Irving
Vice President – Abilities Community Services	VACANT
Vice President – Colwood	Shaun Bradley
Vice President – Esquimalt	Steve Migliarese
Vice President – Metchosin	Melissa Kirk
Vice President – Oak Bay	Tim Roberts
Vice President – Sidney	Ron Green
Vice President - Sooke	Andrew McNeill
Vice President – North Saanich	Sarah Fairbrass
Vice President/EVP – Together Against Poverty Society	Izzy Dehler-Hyde
Vice President – BC Healthy Communities Society	Johanna Henderson
Guests:	
CUPE National Representative	Patrick Barbosa
CUPE Members:	16

READING OF THE EQUALITY STATEMENT

The Equality Statement was read by Shireen Clark, President.

VOTING ON NEW MEMBERS

Twelve (12) new members at District of Oak Bay and one (1) new member at Town of Sidney.

MOTION: THAT the new members be received.

M/S/C

GUEST SPEAKERS

No guest speakers.

READING OF MINUTES

General Membership Meeting November 24, 2021

MOTION: THAT the minutes of the Special Membership Meeting November 24, 2021, be adopted as presented.

M/S/C

MATTERS ARISING FROM THE MINUTES

There were no matters arising from the minutes.

TREASURER'S REPORT

- a) Ledger balance to February 28, 2022

Carol McNichol presented the treasurer's report up to February 28, 2022. She advised that in March over \$100,000 was paid to CUPE National and other affiliation fees, which are not captured in the ledger. She also reported that we are waiting for dues reports from many of the units. Carol presented current bank and investment statements.

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

M/S/C

- b) 2022 Budget

Shireen Clark presented the 2022 Budget. She highlighted the following:

- need for a full-time person in the office
- conversion of physical records to electronic
- decrease in executive board costs for education and conferences
- bargaining costs for 8 units

Membership discussion ensued regarding the following:

- Use of reserve funds
- Budgeting for grievances and arbitration

The 2022 Budget was voted on by the members present and passed: 83% in favour, 17% opposed.

COMMUNICATIONS

There were no communications to present.

EXECUTIVE COMMITTEE REPORT

Shireen Clark, President, reported that currently, the local is focused on bargaining. We are preparing for bargaining for 6 of the municipalities and heading into mediation for bargaining our new contract for BCHC this Friday. Our Abilities Community Services group is in week 5 of provincial bargaining and we will be beginning TAPS bargaining later this spring.

Since our last meeting:

- Bargaining Committee Meetings (6 units)
- Bargaining for new unit, BCHC – now headed to mediation
- VP Vacancy in ACS unit
- Our Recording Secretary gave notice she is stepping down

We are still awaiting a proposal from the building owner for a new lease, but we finally had someone come and install the new window, which is great.

We have one outstanding grievance, waiting on a ruling. We have a few potential ones that haven't been written up yet, so not officially filed. As well, we will have a couple to deal with Vaccine Policies and people on unpaid leaves. There are long waits for arbitration at this time.

GRIEVANCES	4th QTR	1st QTR
ACTIVE	1	1
RESOLVED	2	2
TOTAL	3	1

Unit Highlights:

Abilities Community Services – Vacant

- Unit VP seat vacant.
- Provincial bargaining happening right now.

BC Healthy Communities – Johanna Henderson

- Bargaining has moved to mediation beginning later this week
- Return to office has started and is going well.

City of Colwood – Shaun Bradley

- Attendance Management program introduced.
- New Job Evaluation Program still in progress.

District of Metchosin – Melissa Kirk

- An issue between Council and Staff that is trying to be sorted with CAO.

District of North Saanich – Sarah Fairbrass

- A lot of new hires recently.
- Working on getting joint training for the job evaluation plan for new staff.

District of Sooke – Andrew McNeill

- New job evaluation plan still in progress.
- Member poll on mental health revealed the lack of resources for all.

Together Against Poverty Society - Isabelle Dehler-Hyde

- Trying to address a new late policy.
- Trying to confirm dates for bargaining later this year.

Town of Sidney – Ron Green

- Positions being filled.
- Everyone waiting for bargaining to start.

MOTION: THAT the Executive Committee Report be received as presented.

M/S/C

REPORTS OF COMMITTEES AND DELEGATES

VANCOUVER ISLAND DISTRICT COUNCIL REPORT

Sarah Fairbrass, Vice President, CUPE Vancouver Island District Council

Sarah reported that at the last meeting elections took place and Johanna Henderson of BC Health Communities was elected chair of the Social Services Committee. The next meeting will take place in May.

VICTORIA LABOUR COUNCIL

Izzy Dehler-Hyde

Izzy reported that a new board was elected and if anyone is interested, they are looking for a young worker delegate (under 31).

MOTION: THAT the Reports of Committees and Delegates be received as presented.

M/S/C

UNFINISHED BUSINESS

None

NEW BUSINESS

None

GOOD OF THE UNION

None

NOMINATIONS, ELECTIONS OR OATH OF OFFICE

Recording Secretary (Remainder of Term 2022-2023)

Sarah Monaghan-Covacic, was nominated and appointed by acclimation.

ADJOURNMENT

Meeting was adjourned at 7:32 pm.

Shireen Clark, President

Amanda Irving, Recording Secretary