



# CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 374

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

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## GENERAL MEMBERSHIP MEETING

March 9<sup>th</sup>, 2022 at 7:00 pm

Electronic Meeting via Zoom

## AGENDA

1. Call to Order
2. Recognition of Territory
3. Roll Call of Officers
4. Reading of the Equality Statement
5. Voting on New Members
6. Guest Speakers
7. Reading of the Minutes
  - 7.1. General Membership Meeting – November 24, 2021
8. Matters Arising from the Minutes
9. Treasurer's Report
  - 9.1. Ledger balance to February 28, 2022
  - 9.2. 2022 Budget
10. Communications
11. Executive Committee Report
12. Reports of Committees and Delegates
  - Vancouver Island District Council
  - Victoria Labour Council
13. Unfinished Business

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**14. New Business**

**15. Good of the Union**

**16. Nominations, Elections or Oath of Office**

16.1 Recording Secretary (Remainder of Term 2022-2023)

**17. Adjournment**

## **Territory Acknowledgement**

We [I] would like to begin by acknowledging that land on which we gather is within the traditional territories of the Lkwungen (Le-KWUNG-en) Malahat, Pacheedaht (pah-chee-dah), Scia'new (CHEA\_nuh), T'Sou-ke (sook) and W̱SÁNEĆ (wh-SAH-nuch) peoples.

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# Equality Statement

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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 persons deserve dignity, equality and respect.



MARK HANCOCK  
National President



CHARLES FLEURY  
National Secretary-Treasurer



**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  
November 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 7:01 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	VACANT
Vice President – Colwood	Gord Beauvillier
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
<b>CUPE Members:</b>	<b>18</b>

**READING OF THE EQUALITY STATEMENT**

The Equality Statement was read by Shireen Clark, President.

## **VOTING ON NEW MEMBERS**

Jonathan Noone took the Oath of Membership.

## **GUEST SPEAKERS**

No guest speakers.

## **READING OF MINUTES**

### **1. Special Membership Meeting September 22, 2021**

**MOTION:** THAT the minutes of the Special Membership Meeting September 22, 2021 be adopted as presented.

**M/S/C**

### **2. General Membership Meeting September 22, 2021**

**MOTION:** THAT the minutes of the General Membership Meeting September 22, 2021 be adopted as presented.

**M/S/C**

## **MATTERS ARISING FROM THE MINUTES**

There were no matters arising from the minutes.

## **TREASURER'S REPORT**

Carol McNichol presented the treasurer's report for the month of October. She reported that all amounts are up to date for the month of October and per capita's have been paid up to the end of August.

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

**M/S/C**

## **COMMUNICATIONS**

There were no communications to present.

## **EXECUTIVE COMMITTEE REPORT**

Shireen Clark, President, report that currently, delegates from the Executive Board are attending the National Virtual Convention. This is a bi-annual event where the national board officers are elected and constitutional resolutions are voted on.

Since our last meeting the following has taken place:

- VP Elections (5 units)
- Bargaining Committee Elections (6 units)

- Bargaining for new unit, BCHC
- Completed Sooke bargaining

We are still awaiting a proposal from the building owner for a new lease. The positive with the new owner is they have employed a property management company that deals with any of our issues. We finally have someone coming to fix our broken window that happened over 2 years ago, however, it is a long delay waiting for the actual window.

The Special Meeting in September had the dues increase not pass as we needed 2/3 of votes in favour. While grievances have been down and many resolved during the pandemic we have had a few new ones recently. We have resolved 1 termination and currently dealing with another. Below is a chart listing our current grievance status to date.

<b>GREIVANCES</b>	<b>1<sup>st</sup> QTR</b>	<b>2<sup>nd</sup> QTR</b>	<b>3<sup>rd</sup> QTR</b>	<b>4<sup>th</sup> QTR</b>
<b>ACTIVE</b>	<b>11</b>	<b>1</b>	<b>2</b>	<b>1</b>
<b>RESOLVED</b>	<b>7</b>	<b>2</b>	<b>-</b>	<b>2</b>
<b>TOTAL</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>3</b>

#### **Unit Highlights:**

##### **Abilities Community Services – VP Vacant**

- Unit VP has moved on to other opportunities leaving the seat vacant.
- PHO orders for vaccine are being rolled out.

##### **BC Healthy Communities – Johanna Henderson**

- Bargaining has started and will reconvene in January.

##### **City of Colwood – Gord Beauvillier**

- This is Gord’s last AGM as VP, he will be moving onto other opportunities.
- New VP Shaun Bradley will be taking over for Gord.
- Lots of reorg and movement within offering opportunities to many members.

##### **District of Metchosin – Melissa Kirk**

- One termination grievance has been dealt with that was time consuming.

##### **District of North Saanich – Sarah Fairbrass**

- The employer has initiated a job evaluation for 6 admin positions – still ongoing.
- Issues in the workplace within Fire and union and exempt positions.

##### **District of Oak Bay – Tim Roberts**

- Tim Roberts was voted in as new unit VP as of November.
- Waiting for the Vaccine Policy to come out so we can address with members.

##### **District of Sooke – Andrew McNeill**

- Completed bargaining in October.
- Labour Management committee to meet and plan next steps for Job Evaluation Plan.

##### **Together Against Poverty Society - Isabelle Dehler-Hyde**

- Working on a work from home policy, including urgent requests.
- A new time off policy was rolled out.

#### **Town of Sidney – Ron Green**

- Vaccination policy has rolled out and we are addressing as issues arise.

#### **Township of Esquimalt – Steve Migliarese**

- New facility in Parks is creating some issues.
- Vaccine policy is a concern for some right now.

**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**

- The next VIDC meeting is scheduled for Saturday 4 with a 10 AM start.
- Due to the ongoing labour dispute with Unite Here Local 40 and the Coast Bastion Hotel, VIDC will not be supporting the Coast with our business until a settlement is reached. This means we are limited for Island Unionized hotels to hold out meetings at. The executive made the decision to hold the Friday December 3rd executive at the Chateau Victoria and will cover extra mileage expenses for executive member having to travel the further distance from Nanaimo as well as any additional book off required to make the Friday evening meeting, so their locals will not have to.
- The General meeting on Saturday will be virtual only.
- The Community Social Services Chair position will be up for election.
- Further updates in my next report.
- Johanna Henderson, BC Healthy Communities Society went as a delegate to the last VIDC meeting and has agreed to let her name stand for the Community Social Services Committee Chair.

#### **VICTORIA LABOUR COUNCIL**

##### **Izzy Dehler-Hyde**

- Labour Coordinator for the United Way, Darcy, is hoping to get in touch with folks regarding their workplace's United Way campaigns. I connect him with unit chairs that do/have done United Way campaigns.
- CLC has confirmed that Winter School 2022 is happening in person in Harrison Hot Springs (assuming no major changes to public health orders will happen from now until then) and registration was launched last month. They expect it will fill up fast, especially given they will have reduced capacity, so unions should sign up sooner rather than later if they want to attend. Some COVID protocols were discussed including staggered meal times, masking, reduced classroom numbers, and mandatory vaccinations, but I'd imagine there's probably more information on their website.
- The Paid Sick Leave Action at the Legislature building on October 25 was well attended despite the stormy weather.

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

**M/S/C**



## **UNFINISHED BUSINESS**

None

## **NEW BUSINESS**

### **Bylaws Update – Housekeeping**

**MOTION:** THAT the CUPE Local 374 Bylaws be amended to add BC Healthy Communities to the Bylaw.

**M/S/C**

## **GOOD OF THE UNION**

A disaster relief fund has been set up by CUPE BC to assist CUPE members who have been affected by the recent flooding. Members in need can make an application to the fund for assistance. CUPE National, CUPE BC, and many other locals have donated money to this fund.

**MOTION:** THAT CUPE Local 374 donate \$1000 to the CUPE BC Disaster Relief Fund.

**M/S/C**

## **NOMINATIONS, ELECTIONS OR OATH OF OFFICE**

**1. Treasurer (3 Year Term 2021-2024)**

Carol McNicol, Township of Esquimalt, was nominated and appointed by acclamation

**2. Trustee (3 Year Term 2021-2024)**

Caitlin Wright, Together Against Poverty Society, was nominated and appointed by acclamation

## **ADJOURNMENT**

Meeting was adjourned at 7:25 pm.

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Shireen Clark, President

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Amanda Irving, Recording Secretary